

**NATIONAL SURVEY OF DAY AND EMPLOYMENT
PROGRAMS FOR PERSONS
WITH DEVELOPMENTAL DISABILITIES:
RESULTS FROM STATE MR/DD AGENCIES**

Funded by the Administration on Developmental Disabilities
Office of Human Development Services

Conducted by:

Training and Research Institute for People with Disabilities

in conjunction with

**The Developmental Evaluation Center, A University Affiliated Program
Children's Hospital, 300 Longwood Avenue, Boston, MA 02115**

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National Survey of Day and Employment Programs
for Persons with Developmental Disabilities:
Results from State MR/DD Agencies

Executive Summary

The National Study of Day and Employment programs was conducted in order to collect national information regarding the full range of day and employment settings currently utilized by persons with mental retardation and other developmental disabilities. Previous studies typically have analyzed one or two options within the day and employment service system or they have focused on a single service agency. Several complementary activities were undertaken as part of this study: 1) a national survey of state Mental Retardation/Developmental Disabilities (MR/DD) agencies, 2) a national survey of state Vocational Rehabilitation (VR) agencies, 3) supplementary analyses of federal Rehabilitation Services Administration data, and 4) a survey of state information systems developed and operated by MR/DD and VR agencies. This report summarizes the findings from the survey of state MR/DD agencies regarding day and employment services provided during fiscal year 1988.

Survey responses were received from the 50 state MR/DD agencies and Washington D.C. The completeness of data received varied according to each state's data collection capacities. Information was collected on both integrated employment (competitive, time-limited training, and supported employment) and segregated day or employment programs (sheltered employment/work activity and day activity/day habilitation). The primary distinction between the two settings is that integrated employment occurs in an environment where most workers do not have disabilities, whereas segregated day and employment settings include all workers with disabilities.

Utilization of Federal Definition of Developmental Disabilities

Each of the state MR/DD agencies was asked whether they evaluate consumers according to the federal definition of developmental disabilities, and if so, what types of assessment instrument are used. Twenty state MR/DD agencies (39%) reportedly evaluate consumers according to this definition. A wide range of assessment procedures were used to evaluate functional abilities by these states.

Persons Served

A total of 281,339 individuals were reported served in community-based day and employment settings by state MR/DD agencies during FY 1988. The distribution of persons

served by level of retardation was relatively balanced for the 31 MR/DD agencies providing this information. Twenty-eight percent of the individuals served (N= 154,260) had severe or profound retardation, 29% had moderate retardation, and 31% had mild retardation. The remaining 12% had a primary disability other than mental retardation. For this group, the largest percentage had a primary disability of a sensory-neurological nature (51%), followed by individuals with a psychiatric disability (38%) and persons with a physical disability (11%). This represents a larger percentage of individuals with emotional diagnoses and a smaller percentage with physical or sensory diagnoses than is estimated for the general population with developmental disabilities.

Funding

State MR/DD line item allocations were the primary source of funding (54%) for day and employment programs, compared with 34% provided by federal sources (Title XIX, Title XIX . Waiver, and Title XX). Of the federal funds, 76% was provided by Title XIX (Medicaid). Only 12% of the state resources came from other sources, such as self pay, local aid, county funds, or special state or federal accounts. Almost all (95%) of the non-state funds (primarily comprised of federal dollars) were used to fund segregated day or employment programs. The complete report analyzes current disincentives toward utilization of integrated employment that are embedded in the federal Title XIX program. Similarly, the vast majority (80%) of all state resources were allocated to support segregated day and employment programs.

Each state agency was asked to provide information on the number served in the various employment options. For the 50 agencies that provided these data, 86% of the individuals served were in segregated employment models (sheltered employment, day activity or day habilitation). Conversely the integrated employment rate of 14% compares favorably with those reported in other research (Braddock, Hemp, Fujiura, Bachelder, & Mitchell, 1990; Kiernan, McGaughey & Schalock, 1988; Wehman, Kregal, & Shafer, 1989).

The distribution by level of retardation and employment environment confirms other research findings showing that integrated employment currently is used less frequently for persons with more severe disabilities (Kiernan et al., 1988; Wehman et al., 1990). Three-fourths of all individuals in competitive, supported, or time-limited training employment have mild or moderate mental retardation. The percentage of persons with severe or profound retardation in supported employment (13%) was twice as large as the percentage served in competitive and time-limited training combined (6%). By far the largest percentage of persons served in day habilitation (non vocational services) had severe or profound mental retardation; however 13% of those served in day habilitation programs had mild retardation and 25% had moderate retardation. Moreover, 52% of those served in day activity programs had mild or moderate mental retardation; 66% of those in sheltered employment/work activity programs had mild or moderate retardation (66%), followed by 18% with severe/profound retardation, and 16% with other primary disabilities.

Current Unmet Service Needs

MR/DD agencies in 27 states (53% reported that they maintain state-level information reflecting the number of individuals who currently need day and/or employment services but are not receiving these services. Nine states (18%) reported state-level information according to the type of day or employment service for which individuals are waiting. The waiting list distribution varied considerably from the current service distribution described earlier. Fifty percent were waiting for day activity or day habilitation services (compared with 41% currently receiving those

services). Only 16% were waiting for sheltered employment (versus the 45% currently employed in sheltered employment or work activity settings). Thirty-two percent were waiting for supported employment. The most significant difference between the waiting list distribution and the current service distribution is the larger percentage waiting for supported employment and the smaller percentage waiting for sheltered employment.

The existence of supported employment services appears to have reduced the demand for sheltered employment. However, it is not known whether all individuals currently waiting for supported employment actually will receive this service or whether they will be placed into sheltered employment due to a lack of supported employment opportunities.

In general, state MR/DD resources are still targeted toward segregated employment options. Eighty-six percent of the persons served by these agencies were in segregated day or employment settings. Clearly the demand for integrated employment settings has grown as evidenced by the large number of persons waiting for supported employment. The availability of resources to meet this growing demand is a critical planning issue for the 1990's, which must be addressed in order to improve the quality of work life for individuals with developmental disabilities.

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NATIONAL SURVEY OF DAY AND EMPLOYMENT PROGRAMS

Introduction

The 1980's witnessed a national shift toward integrated, supported employment for individuals with severe disabilities. The refinement of service technologies related to the provision of supported employment and the shift in the economy from manufacturing to services provided an impetus for moving from non-work, segregated day and employment settings to integrated, real-work settings for persons with disabilities. The advantages of integrated employment over segregated day and employment programs for persons with disabilities, families, employers, and society in general have been well documented (Bellamy, Rhodes, Bourbeau, & Mank, 1986; Kiernan & Stark, 1986; Rusch, Mithaug, & Flexer, 1986).

Recent national studies have documented the utilization of integrated and segregated employment for persons with mental retardation and other developmental disabilities through surveys of rehabilitation facilities (Kiernan, McGaughey, & Schalock, 1986; 1988) and state human service agencies (Buckley & Bellamy, 1984; Wehman, Kregel, & Shafer; 1989). Although three of these studies generated critical information related to the development of integrated employment and one examined segregated, non-vocational day programs, none have provided a comprehensive picture of both day and employment services for individuals with mental retardation and other developmental disabilities. Instead, previous studies traditionally have analyzed one or two options within the day and employment service system. One exception is the work conducted by Braddock, Hemp, Fujiura, Bachelder, and Mitchell (1990) in which segregated, as well as integrated, day and employment services were documented for persons with mental retardation. This study focused exclusively on services provided by state Mental Retardation/ Developmental

Disability agencies and did not examine services provided by state Vocational Rehabilitation agencies.

Concern about the absence of comprehensive, national data for planning and evaluation purposes was highlighted by Congress during the hearings for the reauthorization of the Developmental Disabilities legislation (P. L. 100-146). Congress mandated that the Administration on Developmental Disabilities survey consumers regarding their satisfaction with the current service system and document service provision at the national level. In addition to the collection of consumer satisfaction data, the Administration on Developmental Disabilities awarded three grants of national significance to document activities in the following areas: day and employment services, residential services, and the allocation of public resources. These national studies were undertaken in order to generate data that would assist policy makers and service providers in developing and evaluating community-based services to adults with mental retardation and other developmental disabilities.

National studies regarding residential services and the allocation of public resources had been undertaken previously. However, there was yet to be a national study of the full range of day and employment services utilized by individuals with mental retardation and other developmental disabilities. The present study was undertaken to address this gap by collecting information across the full range of day and employment services from several state agencies.

Method

The research agenda was addressed through utilization of two data sources: 1) a national survey of state Mental Retardation/Developmental Disabilities (MR/DD) and Vocational Rehabilitation (VR) agencies, and 2) secondary analyses of federal data from the Rehabilitation Services Administration. A secondary objective was added to collect

information related to the structure and comprehensiveness of state MR/DD and VR agencies' data collection systems.

The initial research plan also included surveying state Mental Health agencies. However, during field tests of the original survey instrument, state Mental Health agency staff reported that it would be extremely difficult to identify consumers who meet the criteria specified in the developmental disabilities definition, primarily due to the need to establish age of onset of disability. The authors acknowledge that some persons who would be classified as having a developmental disability are likely to be included in the service population of state Mental Health agencies. However, the number of persons with developmental disabilities served by Mental Health agencies is estimated to be considerably smaller than the number served by the other two state agencies. Given this factor and the problems with identifying these individuals in the mental health system, state Mental Health agencies were excluded from subsequent research activities.

Due to differences in the information requested from state MR/DD and VR agencies, the results are presented separately. This will enable the respective agencies to compare their agency's data with those of similar state agencies across the country. This report describes results from the MR/DD agency survey. Other reports describe findings from the state VR agency survey, secondary analyses of RSA data for FY 1985 and FY 1988, and results from a survey of state MR/DD agencies' data collection systems.

Instrumentation

A survey instrument was developed and field tested with MR/DD agency staff in Massachusetts, Nebraska, and Missouri. The instrument was revised considerably based on feedback from the field tests. Because a secondary purpose of the study was to determine the extensiveness of day and employment information across states, the final questionnaire included variables that the authors assumed some agencies would be unable to provide.

The final survey instrument requested the variables listed below for fiscal year 1988. Definitions of the day and employment service options noted below were included with the survey packet (See Appendix B for the survey instrument.). As noted by Braddock, Hemp, and Fijiura (1986), all but five states used the time period of July 1, 1987 through June 30, 1988 as fiscal year 1988. For those five states, agency staff were asked to provide data according to the twelve month fiscal period used by their state.

Variables requested on the survey instrument

- Type of funding, by employment and day service categories;
- Number of individuals in day and employment services, by level of retardation;
- Disability categories of individuals who do not have mental retardation;
- Wages and hours worked, by employment setting;
- Number of individuals working in more than one day or employment setting, by type of setting;
- Movement from one day or employment setting to a different setting during the fiscal year,
- Number of new referrals who received day or employment services;
- Number of individuals receiving community-based day and employment services who live in residential programs with 16 or more individuals;
- Number of unserved individuals waiting for day and employment services.

Day and employment service definitions

Competitive employment:

- Environment where most workers do not have disabilities;
- Job-related supports are not provided to the worker with a disability in order to maintain employment

Time-limited training for competitive employment:

- Environment where most workers do not have disabilities;
- Time-limited job-related supports are provided to the worker with a disability in order to maintain employment

Supported employment with ongoing support:

- Environment where most workers do not have disabilities;
- Ongoing job-related supports are provided to the worker with a disability in order to maintain employment.

Sheltered employment/work activity:

- Environment where all workers have disabilities;
- Continuous job-related supports and supervision are provided to all workers with disabilities.

Day activity:

- Environment where all participants have disabilities;
- Primary program focus: psycho/social skills, activities of daily living, and recreation, although some vocational services may be provided;
- Continuous supports and supervision are provided to all participants with disabilities.

Day habilitation:

- Environment where all participants have disabilities;
- Primary program focus: professional therapies (e.g., O.T., P.T., Speech) and activities of daily living;
- Continuous supports and supervision are provided to all participants with disabilities;
- Funded by Title XIX.

Policy and procedural information also requested in order to analyze service delivery issues as well as potential strategies used to address these issues. The following information was requested:

- utilization of the federal definition of developmental disabilities for assessment purposes;
- duplication of count across the MR/DD and VR agencies;
- categories included in state level waiting lists;
- procedures used to identify individuals transitioning from school into adult services;
- procedures for determining service priority; and

- utilization of the RSA definition of supported employment for programs operated by the MR/DD agency.

Survey Procedures

In late May 1989, 52 surveys requesting day and employment information for FY 1988 were mailed to the state MR/DD agency directors in the 50 states, Washington D.C., and Puerto Rico. The state directors were asked to appoint an individual to complete the survey and to return a postcard specifying that individual's name and title. Subsequent follow-up and data clarification activities were conducted with that individual. Telephone contact was established with all agencies to inquire about non-response, to clarify the data received, and/or to request supplementary information. These activities were conducted through March 1990.

In order to verify the data reported, several variables were compared with day and employment information reported by Braddock et al. (1990). For states that provided information for both studies the following variables were compared: the total number served in day and employment programs, the total number in supported employment, the total number in sheltered employment, and the total number in day habilitation programs. In cases where the data differed by more than five percent, state agency staff were recontacted for clarification. Revisions were made in the data from a few state agencies. In other cases, the original data were confirmed.

Definition of Disability

An issue which confounds the collection of service data for individuals with developmental disabilities across states is the disparity in eligibility criteria and definitions used (Kiernan & Bruininks, 1986). The federal definition of developmental disabilities (P. L. 95-602) focuses on functional skills and service needs as opposed to categories of disability. According to this definition, a developmental disability is:

a severe, chronic disability which:

- a. is attributed to a mental and physical impairment or a combination of mental and physical impairments;

- b. is manifested before the person attains the age of twenty-two;
- c. is likely to continue indefinitely;
- d. results in substantial functional limitations in three or more of the following areas of major life activity:
 - (1) self care
 - (2) receptive and expressive language
 - (3) learning
 - (4) mobility
 - (5) self-direction
 - (6) capacity for independence, and
 - (7) economic self-sufficiency; and
- e. reflects the person's need for a combination and sequence of special and interdisciplinary or generic care, treatment, or other services which are of lifelong or extended duration and are individually planned and coordinated.

Because most state Mental Retardation/Developmental Disabilities agencies do not utilize these criteria to determine service eligibility or to document consumer characteristics, the following disability information was requested from respondents: 1) level of mental retardation; and 2) for persons who do not have mental retardation, classification of the primary disability according to sensory-neurological, physical, and psychiatric categories. (See Appendix A for a description of these categories.) These categories were selected based on a special report from the Administration on Developmental Disabilities (1981), which outlined the categories likely to include persons with developmental disabilities: mental retardation, serious emotional disturbance, sensory impairments and physical impairments. Most likely, some individuals served by state MR/DD agencies will not meet the criteria stipulated in the federal definition of developmental disabilities. However, because the individuals reported in this study currently need and receive day or employment services from the state agency, it is presumed that the majority will meet the criteria.

As mentioned, some individuals served exclusively by state Mental Health agencies could have a developmental disability but will not be reflected in this study. There may be other individuals with developmental disabilities who are not receiving formal MR/DD or VR services, for whom documentation of a day or employment setting, or lack of services, is not possible. This

could include persons who are privately sponsored in a day or employment setting, individuals who are in the process of relocating and have yet to enter or reenter the service delivery system, persons who participate in day and employment programs through extended family resources (i.e. family-run businesses, etc.), and persons who either refused services or are yet to be identified as needing services. There also may be individuals who received day and employment services from both the MR/DD agency and the VR agency during FY 1988 (particularly for supported employment). In these cases, there may be duplication across the data sets provided by both agencies, making it difficult to identify an exact, unduplicated count of individuals with mental retardation and other developmental disabilities served.

Results

Survey Response

Except for Puerto Rico, information was received from each of the 52 state agencies contacted. The completeness of data received varied according to each state's data collection capacities. For example, all responding agencies were able to provide the total number of individuals served in day and employment programs. Fifty agencies provided day and employment data broken out across some categories of day or employment settings. Thirty-one agencies provided data across disability categories, whereas only 24 agencies could provide the number of individuals served by level of mental retardation or other disability and type of day or employment program setting. Only a few state MR/DD agencies were able to provide specific information regarding: 1) the number of individuals currently served in more than one day or employment setting, 2) where these individuals were prior to their current placement, and 3) wages and hours across the types of settings. As a result of the extensive amount of missing data for these variables, they were excluded from subsequent analyses.

The research findings are presented according to the major areas of investigation noted earlier, including: eligibility determination, individuals served by disability levels, funding patterns, persons served by employment models, state-by-state distribution across employment

categories, day and employment environments by disability, utilization of the Title XIX waiver, new referrals into day and employment programs, current unmet service needs, planning for future service needs, prioritization of services, and the use of federal criteria in supported employment service delivery.

Eligibility Determination

The adoption of the functional definition of developmental disabilities (Rehabilitation, Comprehensive Services and Developmental Disabilities Act; P.L. 95-602) in 1978 provided legislative endorsement of a more individualized view of persons with disabilities, by shifting from diagnostic categories to assessment of individual functional skills and needs (Summers 1981). There are complex issues related to implementation of a functional definition, particularly regarding uniform measurement of the major life activities. These complexities have contributed to delays in the adoption and implementation of the developmental disabilities definition by state MR/DD agencies (Kiernan et. al., 1986).

Each of the state MR/DD agencies was asked whether they evaluate consumers according to the federal definition of developmental disabilities and if so, what types of assessment instruments are utilized. Twenty state MR/DD agencies (39%) reported that they evaluate consumers according to this definition although, for the most part, this information is aggregated only at the local service level. State MR/DD agencies reportedly utilize a variety of instruments to assess an individual's functional skills, including: the Vineland Adaptive Behavior Scale, Individual Client Assessment Program (ICAP), American Association on Mental Retardation (AAMR) Adaptive Behavior Scale (ABS), and the Minnesota Developmental Programming System (MDPS). MR/DD agencies in Maryland, Rhode Island, North Carolina and Hawaii have developed their own specialized instruments to assess functional capacities. Decisions regarding utilization of specific instruments typically are made at the local level by state agency staff or by private contractors hired to conduct evaluations.

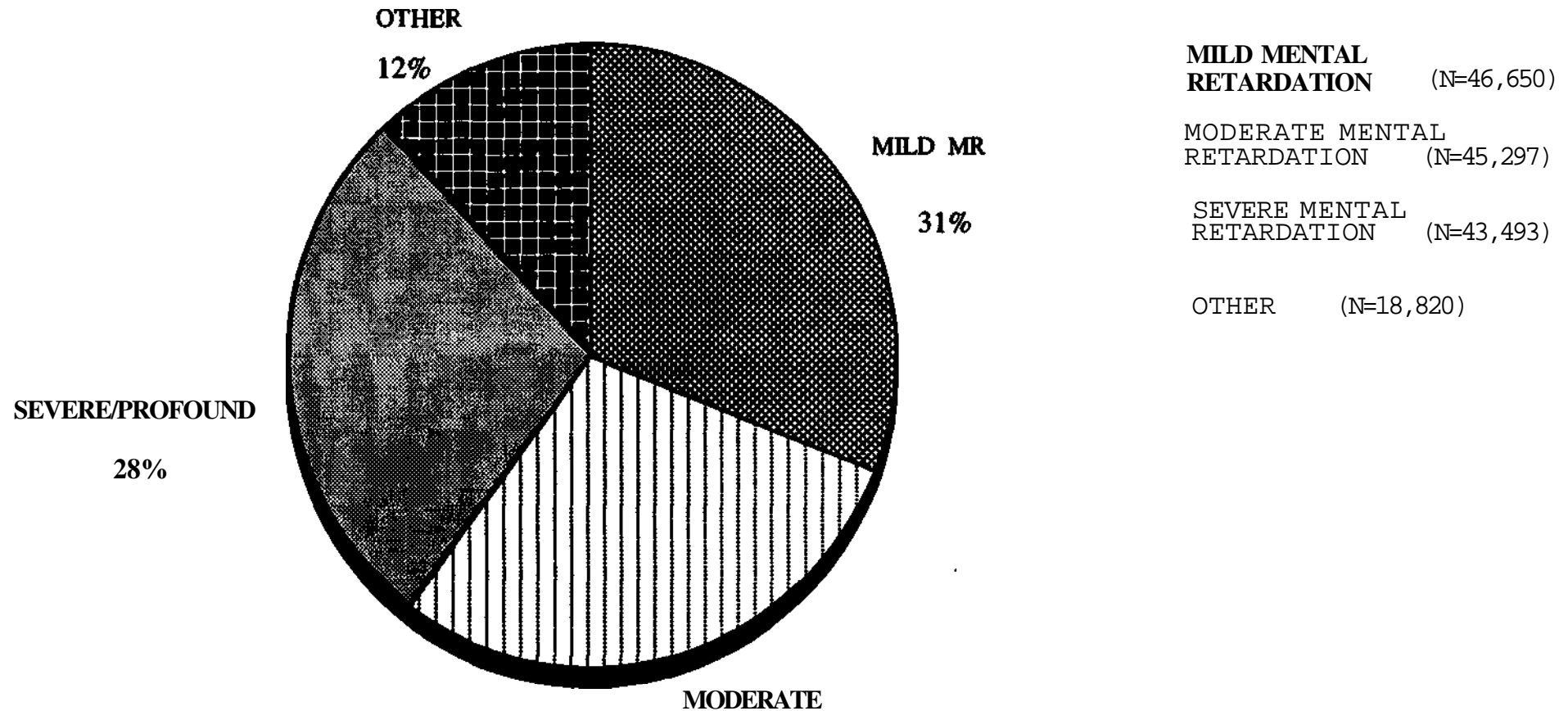
Individuals Served by Disability Levels

A total of 281,339 individuals were served in community-based day and employment settings by state MR/DD agencies during FY 1988. Of these individuals, at least 6,728 (or 2.4% of the sample reported) were living in residential settings with 16 or more persons. However, this number is likely to be somewhat larger, given the fact that only 17 of the 51 responding agencies were able to identify the number of individuals in community-based day and employment programs who also were in large residential programs.

Figure 1 shows the distribution by level of mental retardation for individuals served in day and employment settings. The distribution across level of retardation was relatively balanced for the 31 MR/DD agencies providing this information. Twenty-eight percent of the individuals served had severe or profound retardation, 29% had moderate retardation, and 31% had mild retardation. The remaining 12% had a primary disability other than mental retardation. Although this trend is contrary to national prevalence rates, which decrease with the severity of mental retardation, it is not surprising because specialized service needs increase with the severity of disability. Furthermore, it is likely that a greater percentage of persons with mild mental retardation either transition directly from school to work or exit the MR/DD service delivery system via competitive employment, thereby achieving a level of independence that precludes the need for additional services. The probability of this occurring with persons who have moderate or severe mental retardation is less likely.

Figure 2 reveals the distribution for individuals who do not have a primary disability of mental retardation, according to the three categories specified earlier: sensory/neurological (e.g., visual impairments, epilepsy, autism), psychiatric, and physical (e.g., cerebral palsy, multiple sclerosis). The largest percentage of individuals served in the "other" category had primary disabilities of a sensory or neurological nature. A recent survey conducted by Temple University (1990) for the National Association of Developmental Disabilities Councils included a recommended proportional sampling strategy based on national prevalence studies for individuals who do not have mental retardation but are considered to have a developmental disability. The

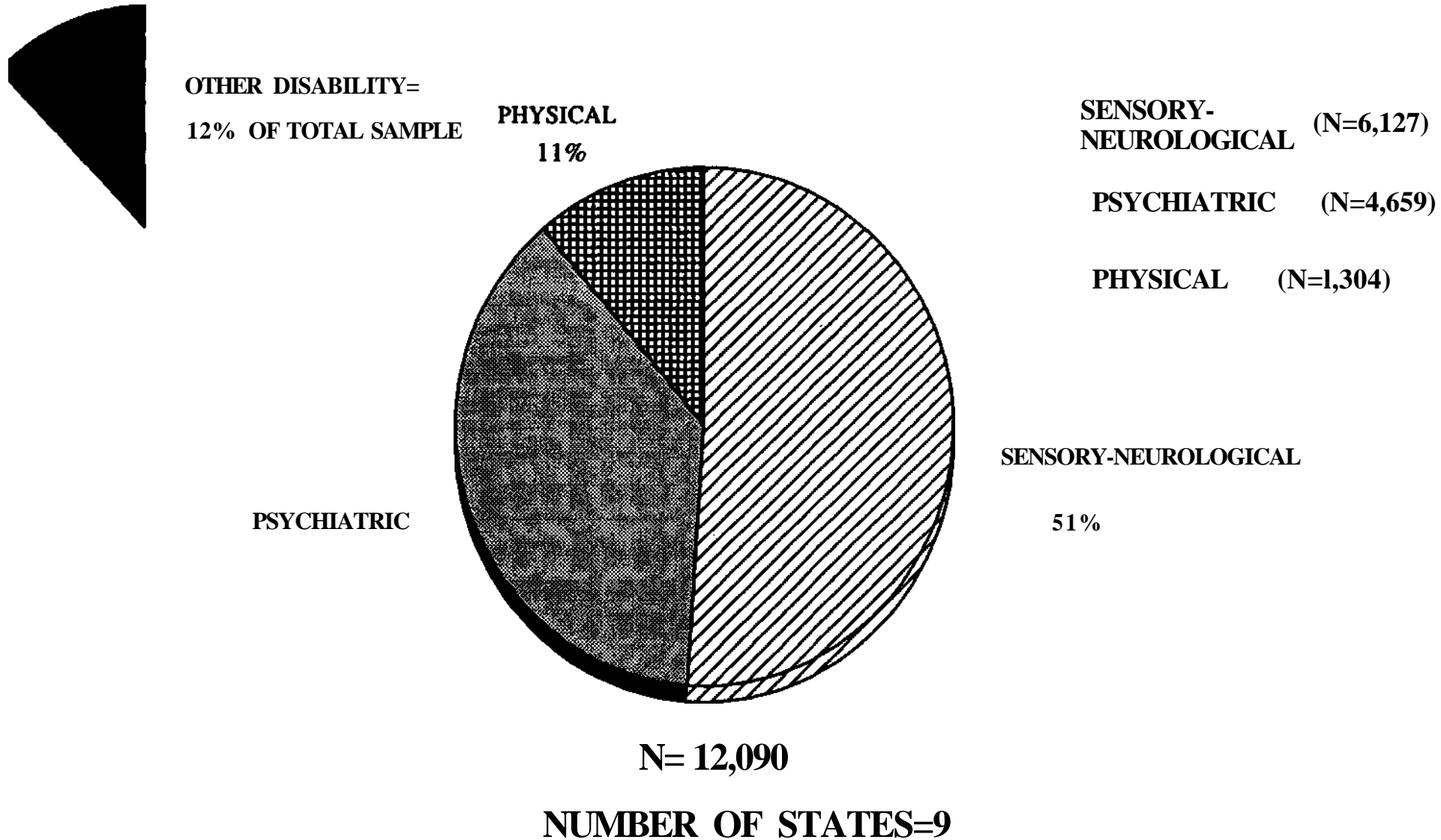
FIGURE 1
MR/DD AGENCIES: INDIVIDUALS SERVED BY DISABILITY



N= 154,260

NUMBER OF STATES=33

FIGURE 2
MR/DD AGENCIES: DISTRIBUTION OF OTHER
DISABILITY GROUP



recommended percentages included: physical, 58%; sensory, 26%; emotional, 16%. The categories used in the current study for individuals who do not have mental retardation were slightly different. We combined the sensory and neurological categories, whereas the Temple study included neurological disabilities in the physical group. For comparative purposes, the physical, sensory, and neurological groups were added together. This yielded a recommended physical/sensory category of 84% for the Temple study, compared with 62% currently represented in MR/DD agencies. Apparently MR/DD agencies currently are serving a larger percentage of individuals who have emotional diagnoses and a smaller percentage with physical or sensory disabilities than is prevalent in the general population with developmental disabilities.

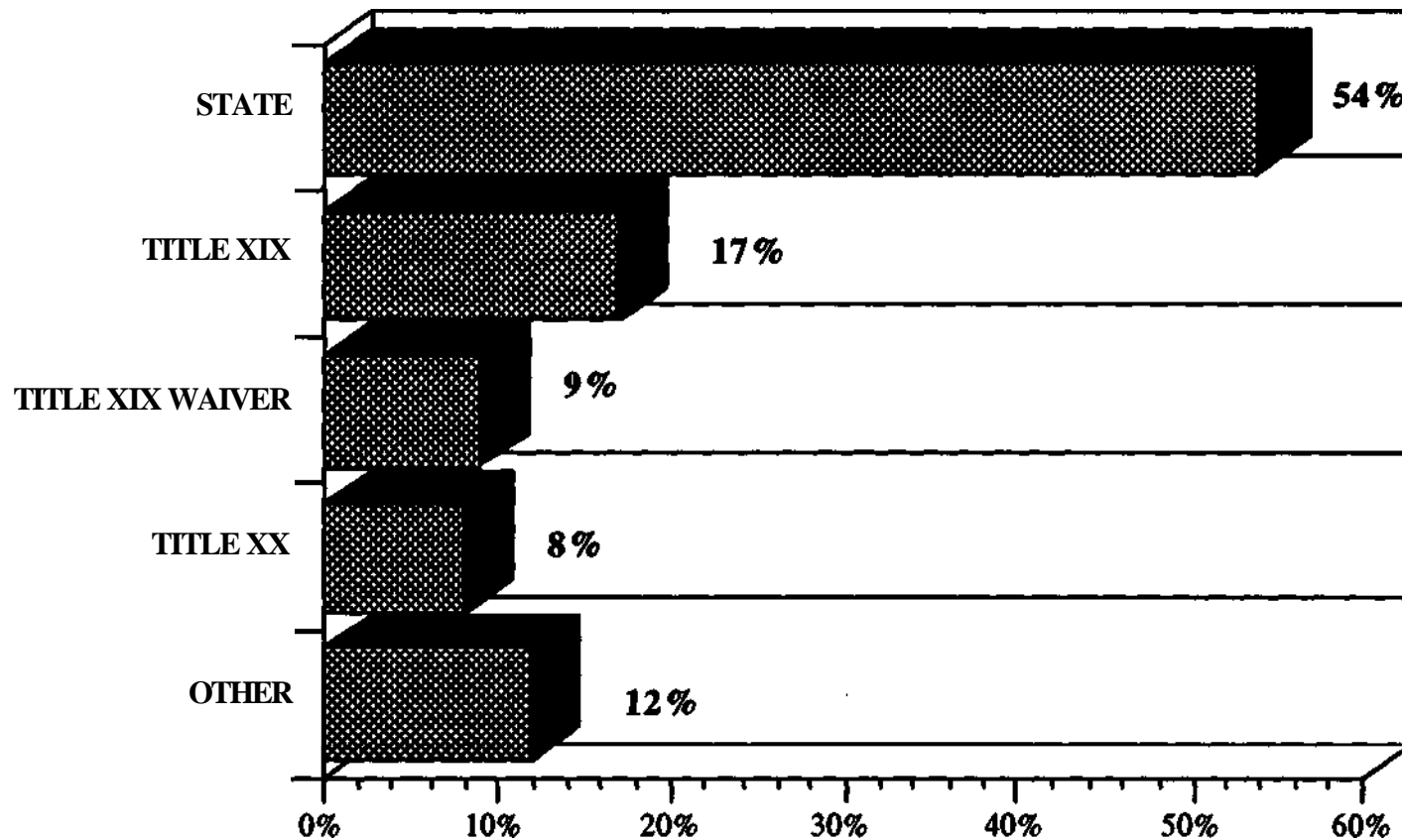
Funding

The sources of funding within state MR/DD agencies are varied. In many instances the support is provided by a combination of state and federal sources. In other cases, funding emanates from categories such as self pay, special grants, or local aid funds. Each state was asked to provide information regarding the level of support for day and employment programs. Thirty-five states (66.7%) were able to provide aggregate data on funding.

As shown in Figure 3, state MR/DD line item allocations were the primary source of funding (54%) for day and employment programs, compared with 34% provided by federal sources (Title XIX, Title XIX Waiver, and Title XX). Of the federal funds, 76% was provided by Title XIX (Medicaid) monies. Only 12% of the state resources came from other sources, such as self pay, local aid, county funds, or special state or federal accounts.

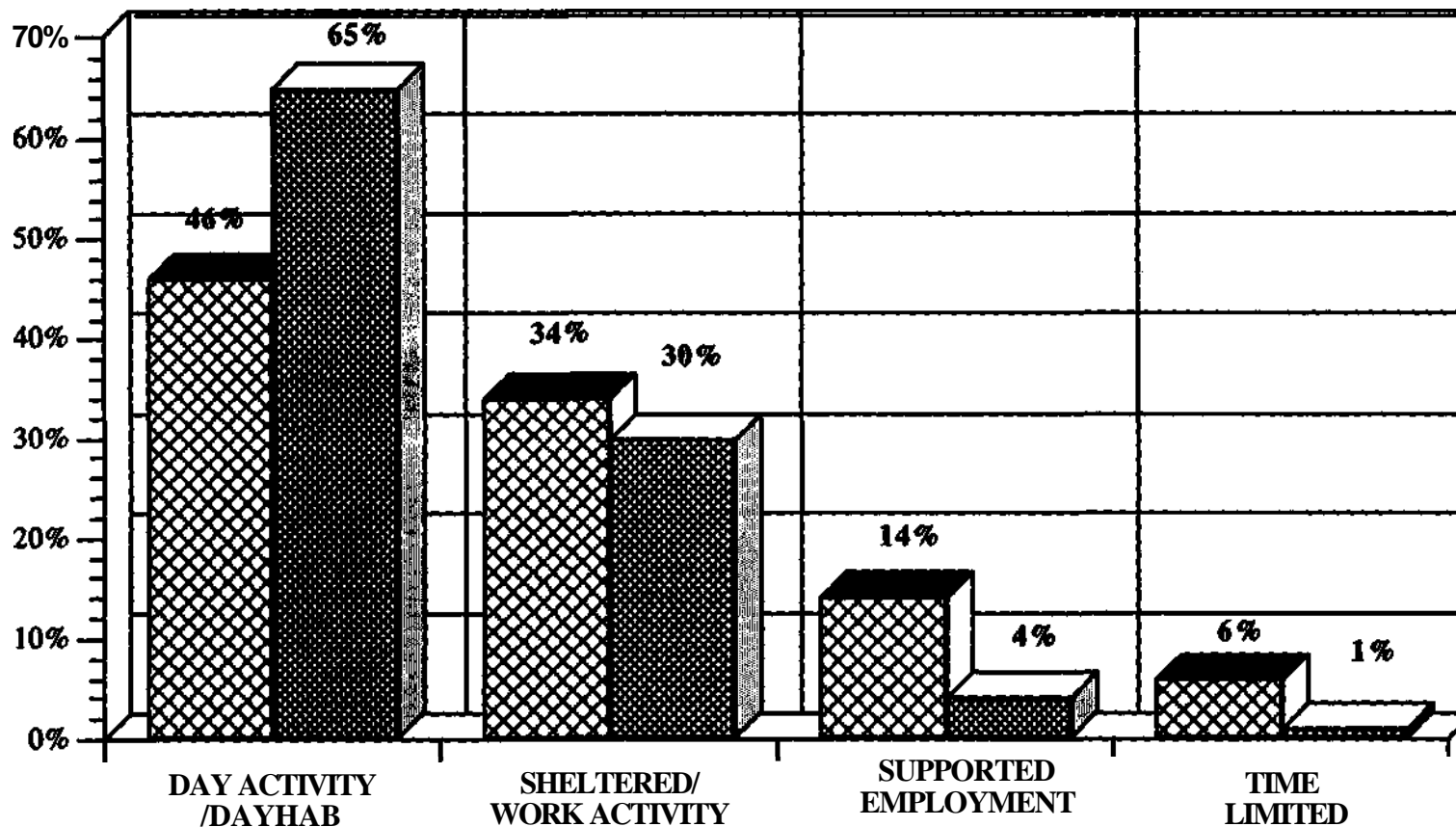
For the 34 responding states, Figure 4 presents the allocation of state and federal resources by type of program service. Eighty percent of all state resources were allocated to support segregated day and employment programs (day activity, day habilitation, sheltered workshop, and work activity programs). Similarly, 95% of the remaining resources (comprised primarily of federal monies) supported segregated employment programs.

FIGURE 3
MR/DD AGENCIES: DAY AND EMPLOYMENT PROGRAM
EXPENDITURES BY FUNDING SOURCE



TOTAL=\$1.1 BILLION
NUMBER OF STATES =35

FIGURE 4
STATE MR/DD FUNDING VERSUS NON-STATE
FUNDING BY SETTING



TOTAL=\$859 MILLION
NUMBER OF STATES=34

STATE MR/DD FUNDS (\$426,000,000)

NON-STATE FUNDS (\$433,000,000)

MR/DD Services across Employment Categories

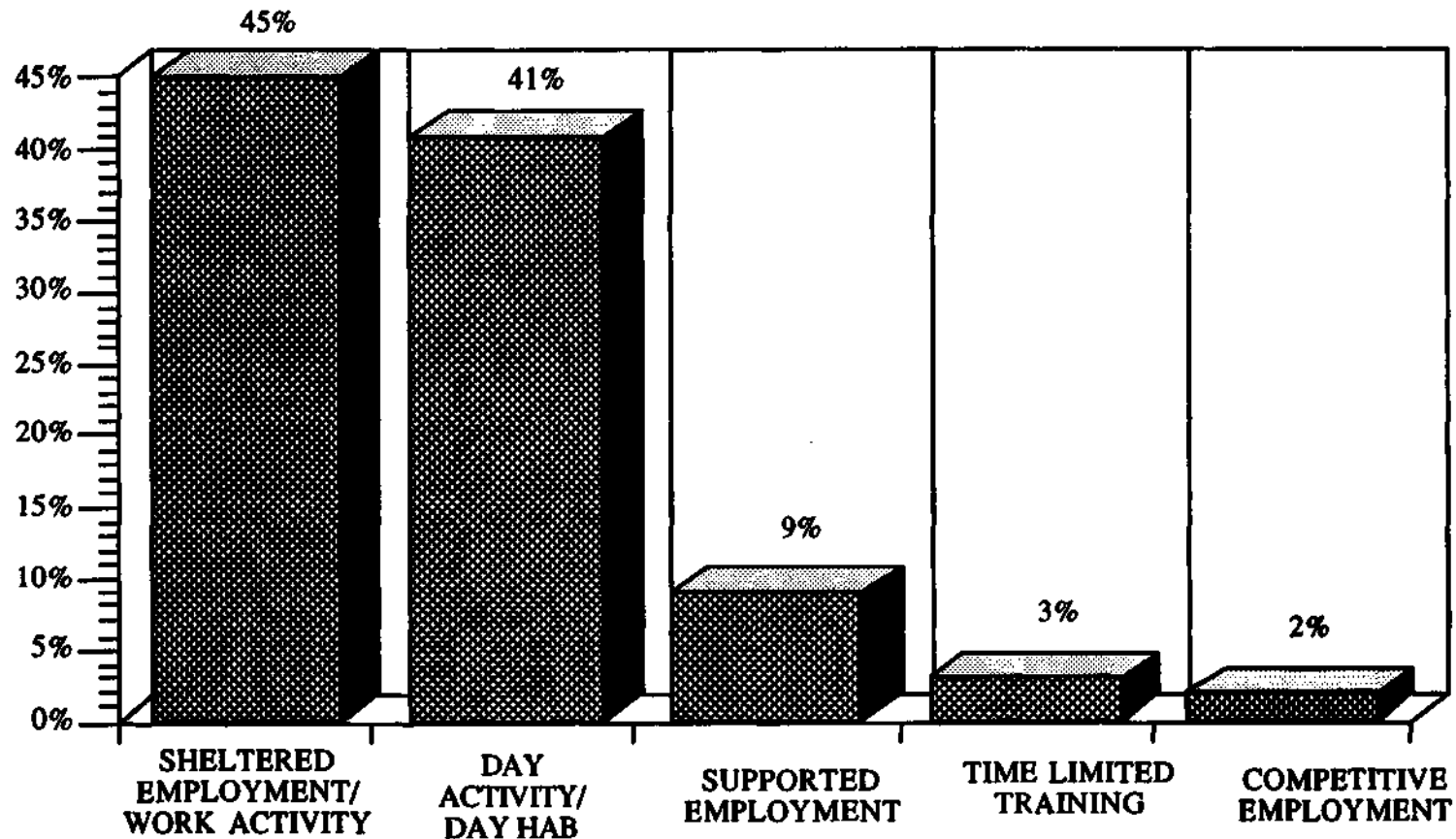
For the persons served during the survey period, each state agency was asked to provide information on the number served in the various employment options (day activity, day habilitation, sheltered employment, supported employment, time-limited training, and competitive employment). Ten responding MR/DD agencies were not able to separate out individuals in day activity versus day habilitation programs. (The primary distinction according to our definition was receipt of Medicaid funding for day habilitation programs.) These categories were combined for all analyses except the breakout by disability and type of setting. With all but one of the 51 respondents reporting data, Figure 5 mirrors the relationship demonstrated in Figure 4, showing that 86% of the individuals served by MR/DD agencies were in segregated employment models (sheltered employment, day activity, or day habilitation programs). Conversely, the integrated employment (supported, transitional, or competitive employment) rate of 14% compares favorably with those reported in other research (Braddock et al., 1990; Kiernan et al., 1988; Wehman et al., 1990).

State-by-State Distribution across Employment Categories

The state-by-state distribution for each day or employment model is shown in Table 1. As mentioned earlier, a number of states were not able to provide data for all employment categories. Hence, the totals listed by employment model are less than the total served for some states.

In addition, it should be noted that competitive employment and time-limited training were combined on both Tables 1 and 2. Only 45% of the state agencies reporting were able to provide data on the number of persons served in competitive employment or time-limited training. Many state agencies reported that they do not have access to the number of individuals placed into competitive employment (presumably because it is not a "service" funded by the MR/DD agency and thus these individuals are lost to follow-up activities). Other agencies reportedly do not fund time-limited employment. Ninety percent of the state agencies were able to provide information on the number of persons placed in supported employment. Seventy-six percent of the state agencies

FIGURE 5
MR/DD AGENCIES: PERCENTAGE OF INDIVIDUALS
BY DAY OR EMPLOYMENT SETTING



N=236,785
NUMBER OF STATES=50

Table 1
Number Served in Day or Employment Settings

STATE	TOTAL SERVED	Competitive Employment/ Time Limited	Supported Employment	Sheltered Employment	Day Activity/ Day Habilitation
ALABAMA	2,813	56	44	198	2,515
ALASKA	613	0	220	18	375
ARIZONA	2,090	0	405	710	975
ARKANSAS	2,452	0	10	1,024	1,418
CALIFORNIA	22,277	5,679	—	—	12,292
COLORADO	4,107	—	876	—	~
CONNECTICUT *	6,624	0	1,435	3,924	1,265
DELAWARE	579	—	—	—	0
WASHINGTON D.C.	958	~	25	261	672
FLORIDA	6,700	20	680	—	6,000
GEORGIA	5,917	—	354	3	—
HAWAII	1,029	—	44	169	816
IDAHO	1,568	—	53	415	1,100
ILLINOIS	16,523	—	596	8,377	7,550
INDIANA	11,400	787	845	8,355	1,413
IOWA	5,846	261	626	4,552	407
KANSAS	2,610	435	250	1,420	505
KENTUCKY	2,954	—	300	0	2,654
LOUISIANA	2,099	10	250	1,667	172
MAINE	1,803	171	61	828	743
MARYLAND	5,698	—	1,595	0	4,103
MASSACHUSETTS	7,800	~	1,500	3,000	3,300
MICHIGAN	10,000	—	601	~	~
MINNESOTA	5,800	0	175	0	5,625
MISSISSIPPI	1,817	75	237	1,327	178
MISSOURI	4,491	69	0	3,450	972
MONTANA	1,325	—	79	1,043	203
NEBRASKA	1,946	—	242	—	—
NEVADA	679	0	0	658	21
NEW HAMPSHIRE	1,217	51	425	—	251
NEW JERSEY	4,034	21	536	451	3,026
NEW MEXICO	1,129	—	15	1,015	99
NEW YORK	40,896	—	2,619	20,291	17,986
NORTH CAROLINA	5,630	206	310	4,818	296
NORTH DAKOTA	992	—	0	488	504
OHIO	15,043	—	636	—	—
OKLAHOMA	1,866	44	22	1,600	200
OREGON	2,744	—	195	—	—
PENNSYLVANIA	15,314	1,311	—	9,053	4,950
RHODE ISLAND	2,200	—	350	—	—
SOUTH CAROLINA	3,813	102	79	2,626	1,006
SOUTH DAKOTA	1,884	180	109	1,060	535
TENNESSEE	3,624	--	253	1,460	1,911
TEXAS	13,600	—	1,000	9,000	3,600
UTAH	1,169	—	213	—	956
VERMONT	777	—	289	50	438
VIRGINIA	4,827	—	1,072	2,472	1,283
WASHINGTON	5,101	1,187	939	2,182	793
WEST VIRGINIA	1,044	—	—	—	565
WISCONSIN	13,588	1,000	1,300	7,055	4,233
WYOMING	329	22	106	199	2
Total	281,339	11,687	21,971	105,219	97,908

* Connecticut also reported a retirement program serving 531 persons, which did not fit the categories in this study.

Table 2
Percentage Served in Day or Employment Settings

STATE	Competitive Employment/ Time Limited Training	Supported Employment	Sheltered Employment	Day Activities/Day Habilitation
ALABAMA	.02	.02	.07	.89
ALASKA	.00	.36	.03	.61
ARIZONA	—	.19	.34	.47
ARKANSAS	—	.00	.42	.58
CALIFORNIA	.25	—	--	.55
COLORADO	—	.21	—	—
CONNECTICUT	.00	.22	.59	.19
DELAWARE	—	—	--	.00
WASHINGTON D.C.	—	.03	.27	.70
FLORIDA	.002	.10	—	.90
GEORGIA	—	.06	.00	—
HAWAII	—	.04	.16	.79
IDAHO	—	.03	.26	.70
ILLINOIS	—	.04	.51	.46
INDIANA	.07	.07	.73	.12
IOWA	.04	.11	.78	.07
KANSAS	.17	.10	.54	.19
KENTUCKY	—	.10	.00	.90
LOUISIANA	.005	.12	.79	.08
MAINE	.09	.03	.46	.41
MARYLAND	—	.28	.00	.72
MASSACHUSETTS	—	.19	.38	.42
MICHIGAN	—	.06	—	—
MINNESOTA	.00	.03	.00	.97
MISSISSIPPI	.04	.13	.73	.10
MISSOURI	.02	.00	.77	.22
MONTANA	~	.06	.79	.15
NEBRASKA	—	.12	—	—
NEVADA	—	--	.97	.03
NEW HAMPSHIRE	.04	.35	—	.21
NEW JERSEY	.01	.13	.11	.75
NEW MEXICO	—	.01	.90	.09
NEW YORK	—	.06	.50	.44
NORTH CAROLINA	.04	.06	.86	.05
NORTH DAKOTA	—	.00	.49	.51
OHIO	~	.04	—	—
OKLAHOMA	.02	.01	.86	.11
OREGON	—	.07	—	—
PENNSYLVANIA	.09	—	.59	.32
RHODE ISLAND	—	.16	—	—
SOUTH CAROLINA	.03	.02	.69	.26
SOUTH DAKOTA	.10	.06	.56	.28
TENNESSEE	—	.07	.40	.53
TEXAS	—	.07	.66	.26
UTAH	—	.18	--	.82
VERMONT	--	.37	.06	.56
VIRGINIA	—	.22	.51	.27
WASHINGTON	.23	.18	.43	.16
WEST VIRGINIA	—	—	—	.54
WISCONSIN	.07	.10	.52	.31
WYOMING	.07	.32	.60	.01
AVERAGE	.06	.11	.46	.41
PERCENTAGE				

provided information on the number of individuals served in sheltered employment, whereas 84% of ~~the~~ agencies reported data for day activity/day habilitation programs.

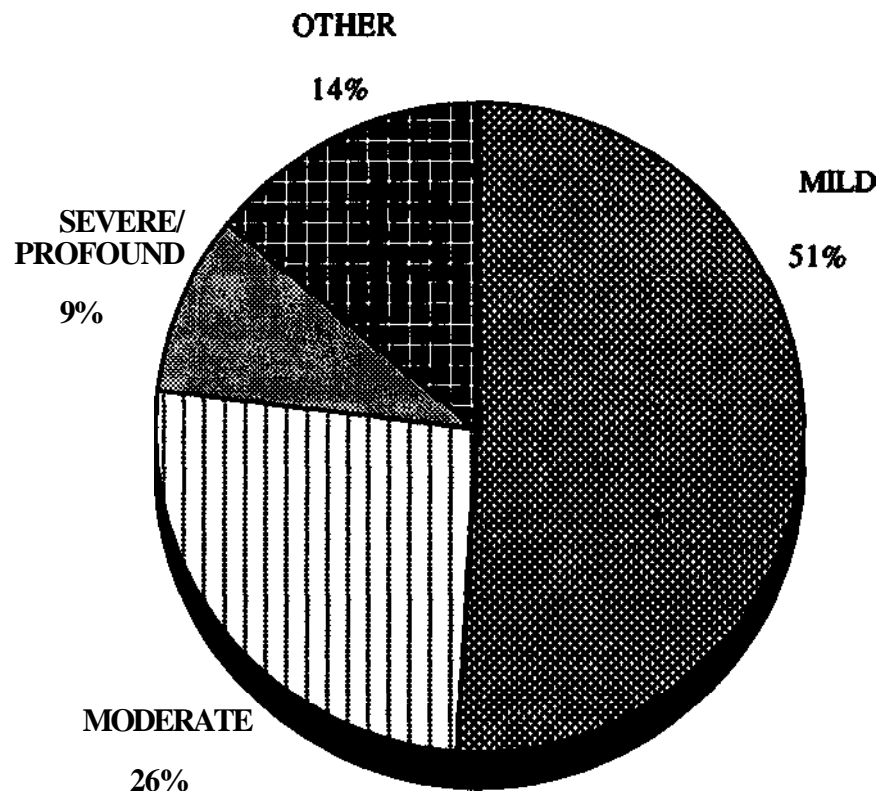
Of the MR/DD agencies providing competitive/time-limited employment statistics, California reported the highest placement rate of 25%. (See Table 2.) Washington and Kansas, with respective placement rates of 23% and 17%, were also much higher than the average competitive/time-limited placement rate of 5%. States with supported employment rates that significantly exceeded the national average of 9% included: Vermont (37%), Alaska (36%), New Hampshire (35%), Wyoming (32%), Maryland (28%), Virginia (22%), Connecticut (22%), and Colorado (21%). Interesting, but not surprising, is the fact that all of these states, except Wyoming, were among the 27 states that received OSERS Tide HI supported employment systems change grants.

Although relatively few state agencies provided data for both competitive and supported employment, apparently there is no linear relationship between competitive employment rates and supported employment rates. For example, some states reported higher than average placement rates for competitive employment and average, or below average, placement rates for supported employment, such as Kansas and South Dakota. Conversely, other state agencies reported higher than average supported employment placement rates and average, or below average, competitive employment rates, for example, New Hampshire and New Jersey. Three states, however, (Washington, Wyoming, and Wisconsin) reported higher than average placement rates for both competitive and supported employment

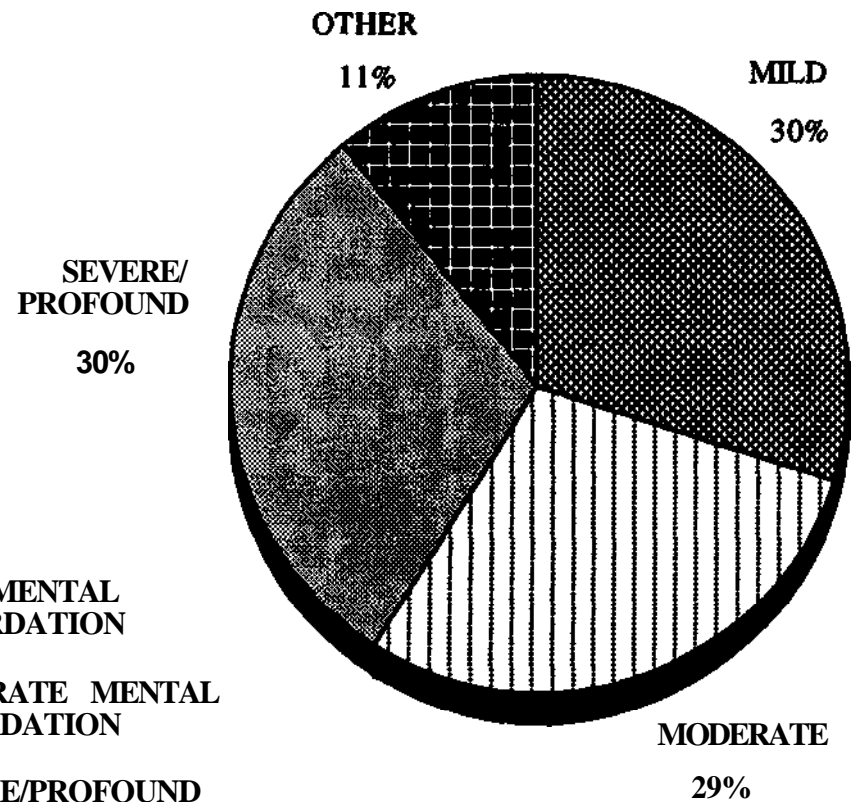
Day and Employment Environment by Disability

The distribution of the percentage of individuals in the respective placement environments by level of retardation and employment environment (Figures 6,7, & 8) confirms other research findings showing that integrated employment currently is used less frequently by persons with more severe disabilities (Kiernan et al., 1988; Wehman et al., 1990). As demonstrated in Figure 6, three-fourths of all individuals in integrated employment have mild or moderate mental

FIGURE 6
INTEGRATED AND SEGREGATED DAY OR EMPLOYMENT
SERVICES BY DISABILITY



INTEGRATED SETTING
 (N=21,127)



SEGREGATED SETTING
 (N=102,799)

NUMBER OF STATES=27

retardation. As might be expected, the percentage of persons with severe disabilities increases when ongoing supports are provided. More than twice as many individuals with severe or profound retardation were reported in supported employment settings compared with the percentage in competitive and time-limited training settings combined. (See Figure 7.)

The largest percentage of individuals with severe or profound retardation was reported in day habilitation programs, where the primary program focus is nonvocational skill development (See Figure 8) On the other hand, 52% of those served in day activity and 38% of those served in and day habilitation had cognitive diagnoses of mild or moderate mental retardation. In the segregated employment settings (sheltered employment and work activity) as well, the majority included individuals with mild or moderate mental retardation (37% with mild mental retardation and 29% with moderate mental retardation).

Individuals with a primary disability other than mental retardation were somewhat more likely to be in integrated environments (14% of those in integrated settings) compared with segregated settings (11%). Across integrated employment categories, the largest percentage of this group was served in time-limited employment (18%), although the largest number of individuals served was slightly higher for supported employment. Across the segregated settings, by far the largest percentage (16%) and the largest absolute number (7546) with a primary disability other than mental retardation were served in sheltered employment.

Utilization of the Title XIX Waiver

Day and employment services funded through the Medicaid Home and Community-Based (HCB) Waiver include day habilitation programs and, for persons who previously have been institutionalized, prevocational services and supported employment. As mentioned earlier, day habilitation services, as defined by the Health Care Finance Administration (HCFA), include non-work related therapies. Prevocational services include work-related training that is not oriented toward a specific job, as opposed to supported employment services which include specific job-related employment training in an integrated setting. States receiving HCB waivers vary greatly

MR/DD AGENCIES: INTEGRATED EMPLOYMENT BY DISABILITY

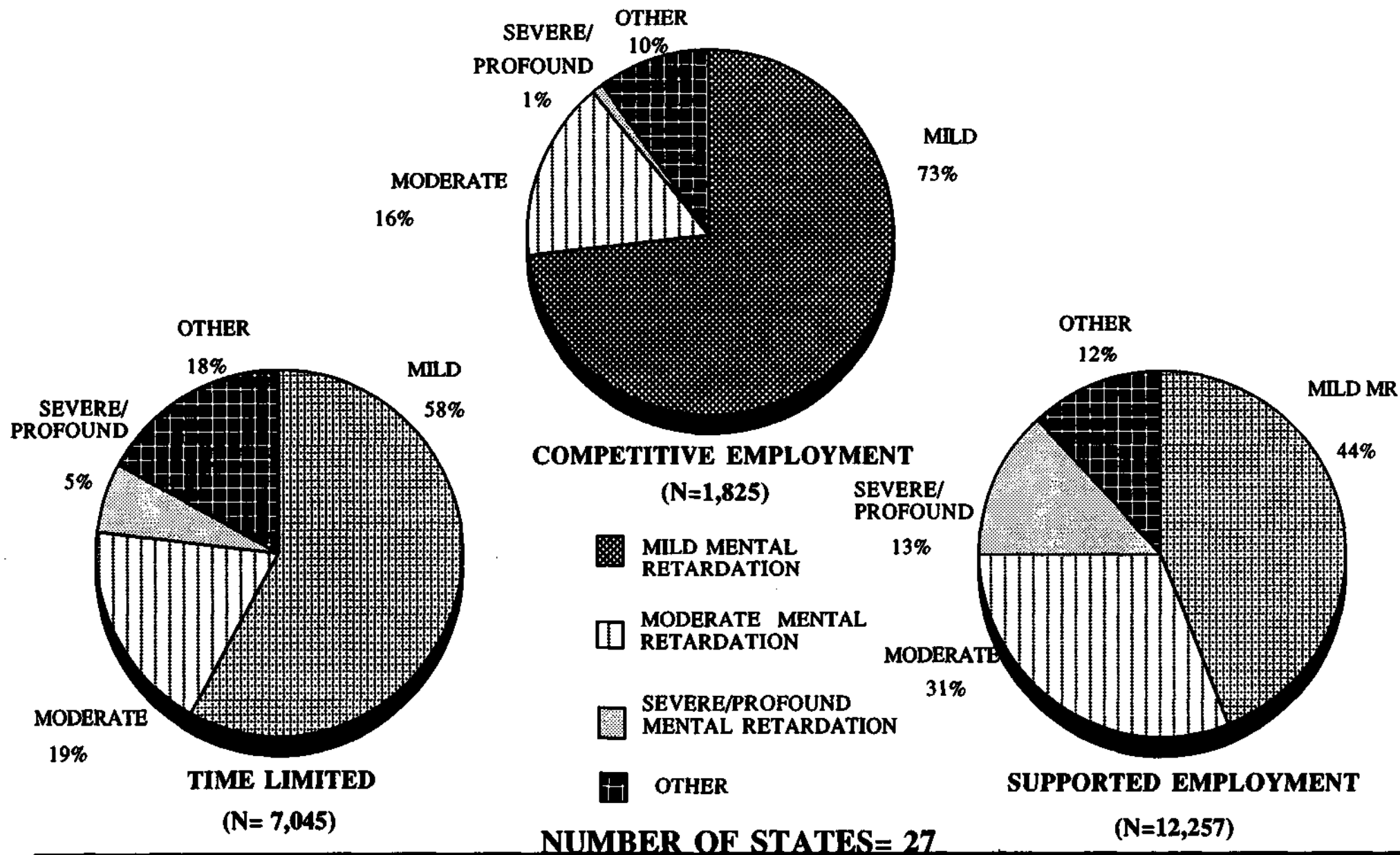
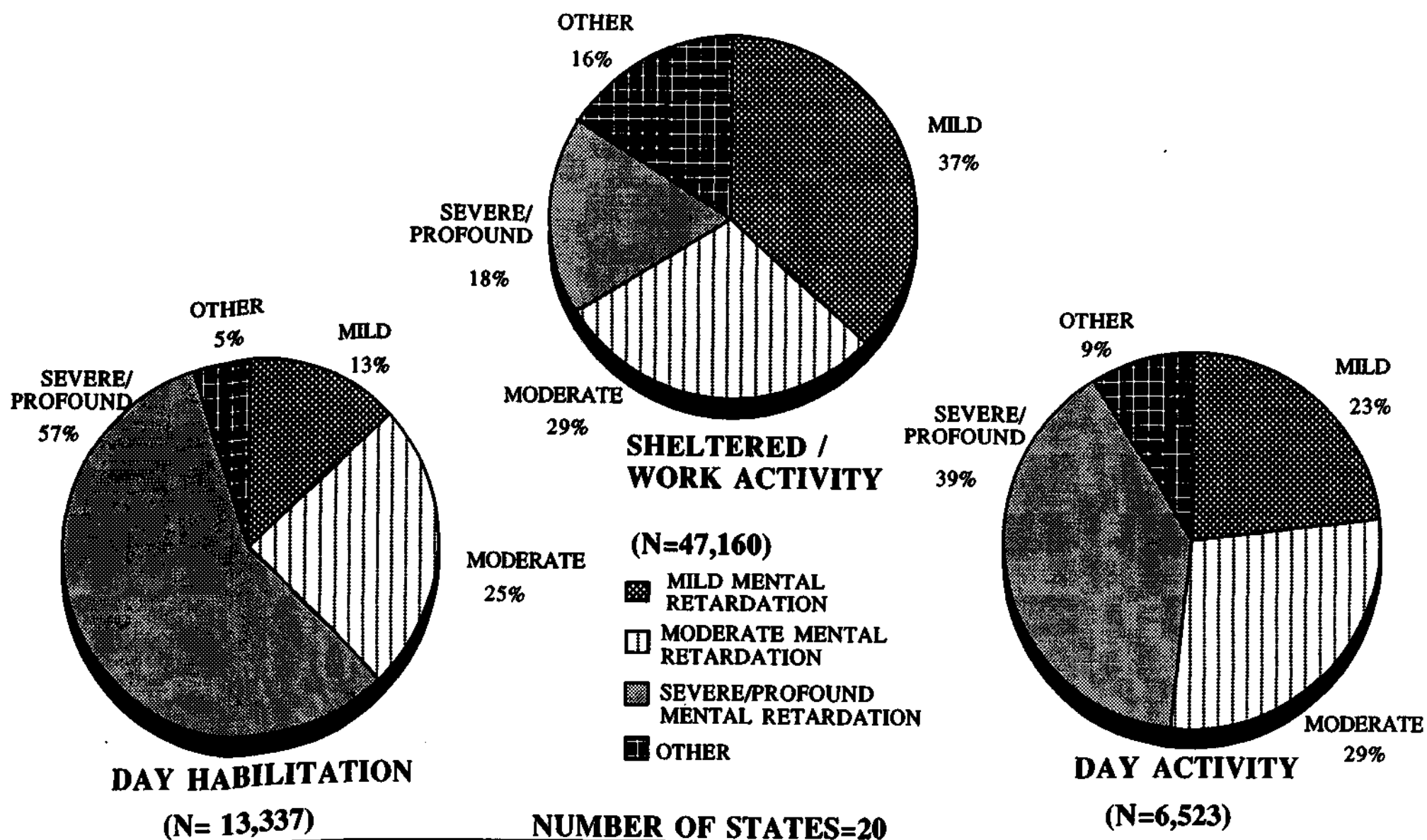


FIGURE 8
MR/DD AGENCIES: SEGREGATED EMPLOYMENT BY SETTING



with respect to the actual services covered under their Title XIX Waiver (Smith, Katz, & **Gettings**, 1989). Currently, 34 states have waiver plans that include day habilitation services; 16 of **these** states have plans that cover prevocational services and supported employment, and 8 states **have** plans that include supported employment only.

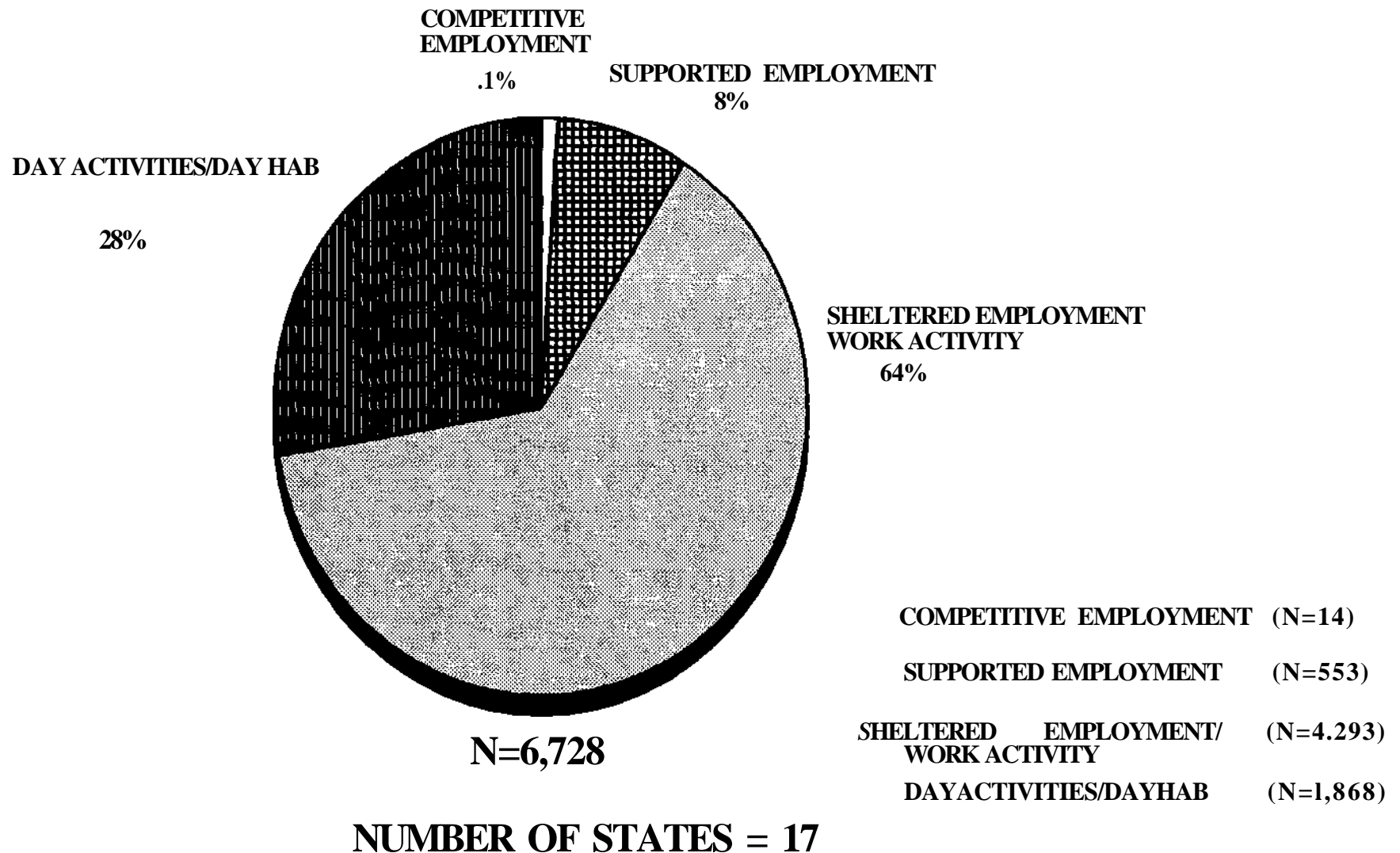
Of the 34 states that utilized the Title XIX Home and Community-based Waiver Program (HCB) to fund day or employment services in FY 1988, 22 states provided data on the number of individuals served. On average, these states served 720 individuals in day or employment programs covered under this waiver - day habilitation programs, prevocational programs and supported employment (range = 90 - 2,313).

A t-test was computed to compare the percentage of individuals in supported employment for the following groups: 1) states that had a HCB waiver which included supported employment (11 states as of Jan. 1988), 2) states that had a HCB waiver which did not include supported employment (23 states), and 3) states that did not have a HCB waiver during FY 1988. There were no significant differences in the supported employment placement rates across groups. Indeed, the utilization of Title XIX waiver funds for supported employment has been somewhat limited to date due to the following factors: 1) the waiver currently is limited to individuals who have been previously institutionalized, raising questions about equity of services in some states, 2) this restriction also may limit the pool of potential consumers to individuals who are more challenging than those typically served in supported employment programs to date.

Individuals Living in Large Residential Programs Who Attend Community-Based Employment

Seventeen states, one-third of the respondents, provided data on individuals living in residential programs with more than 15 residents who also attend a community-based day or employment program. (See Figure 9 for the distribution across community-based employment settings.) A larger percentage of these individuals attend segregated day or employment programs (92%) compared with the total population reported in this study (86%). Typically, individuals living in large residential settings also have more severe disabilities. Unfortunately, for most of

FIGURE 9
INDIVIDUALS LIVING IN LARGE RESIDENCES (>15) BY TYPE OF
COMMUNITY-BASED DAY OR EMPLOYMENT PROGRAM



these individuals, the extent of segregation is twofold — both in their residential and day or employment environments.

A 1987 national study of individuals in residential programs documented the percentage who work away from the residential facility by facility size categories (Amado, Lakin, & Menke, 1990). In the smallest residential facilities (6 or fewer), 48% worked in community-based settings, compared with 60.4% in facilities with 7-15 residents. The percentage working in day or employment programs off the residential grounds was noticeably smaller for residents of large facilities. In 16-300 bed facilities, 22.6% worked away from the facility, compared with only 3.6% of those in facilities with more than 300 individuals. Thus, individuals in large residential facilities are more likely to be in segregated environments when they work away from the facility and only a small percentage actually work outside the facility.

New Referrals into Day and Employment Services

Twenty state agencies (40%) provided information regarding the number of new referrals who received day and employment services during FY 1988. These states had an average of 604 new referrals (range = 11 to 3,058). New referrals represented 10% of the total individuals who received day and employment services from these state MR/DD agencies.

Current Unmet Service Needs

MR/DD agencies in 27 states (53%) reported that they maintain state level information reflecting the number of individuals who currently need day and/or employment services but are **not** receiving these services. (See Table 3 for waiting list categories currently maintained by **states**.) When requested, 22 states were able to provide these data. For these states, an average of **1,177** individuals were waiting for day or employment services (range = 84 to 3,202). In 1984, a national survey of individuals waiting for MR/DD agency day or employment services reported an **average** of 335 persons per state (N=21; range = 59 to 1,400; McDonnell, Wilcox, & Boles, 1986). **Of the states** that provided data for both of these studies (N=6), the average number of

Table 3
State Level Waiting Lists

STATE	Has State-Level Waiting List	Can Identify # Waiting for More Than One Day/Employment Service	Can Identify # Waiting for a Different Day/Employment Program
ALABAMA	X	X	X
ALASKA			
ARIZONA	X	X	X
ARKANSAS	X		
CALIFORNIA			
COLORADO	X	X	X
CONNECTICUT			
DELAWARE	X	X	X
WASHINGTON D.C.			
FLORIDA	X	X	X
GEORGIA	X		
HAWAII	X	X	X
IDAHO			
ILLINOIS	X		X
INDIANA	X		
IOWA			
KANSAS	X		
KENTUCKY			
LOUISIANA			
MAINE	X		
MARYLAND	X		X
MASSACHUSETTS	X		X
MICHIGAN	X		
MINNESOTA			
MISSISSIPPI			
MISSOURI			
MONTANA			
NEBRASKA	X		
NEVADA			
NEW HAMPSHIRE	X		X
NEW JERSEY			
NEW MEXICO	X		
NEW YORK	X	X	
NORTH CAROLINA	X		X
NORTH DAKOTA			
OHIO	X		
OKLAHOMA			
OREGON	X		
PENNSYLVANIA	X		
RHODE ISLAND			
SOUTH CAROLINA			
SOUTH DAKOTA	X	X	X
TENNESSEE	X		
TEXAS			
UTAH	X	X	X
VERMONT			
VIRGINIA			
WASHINGTON			
WEST VIRGINIA			
WISCONSIN	X		
WYOMING			

individuals waiting increased by 163% from 1984 to 1988. Although the number of state agencies in this comparison is too small to generalize, waiting lists for day and employment services appear to have grown over the four year period.

Nine states (18%) reported state-level information according to the type of day or employment service for which individuals are waiting. (See Figure 10 for this distribution.) For these states, the waiting list distribution varied considerably from the current service distribution displayed in Figure 5. Fifty percent were waiting for day activity or day habilitation services (compared with 41% currently receiving those services). Only 16% were waiting for sheltered employment (versus the 45% who currently work in sheltered employment), and 32% were waiting for supported employment, compared with 9% currently working in supported employment. The most significant difference between the waiting list distribution and the current service distribution is the larger percentage waiting for supported employment and the smaller percentage waiting for sheltered employment. The existence of supported employment services seems to have reduced the demand for sheltered employment.

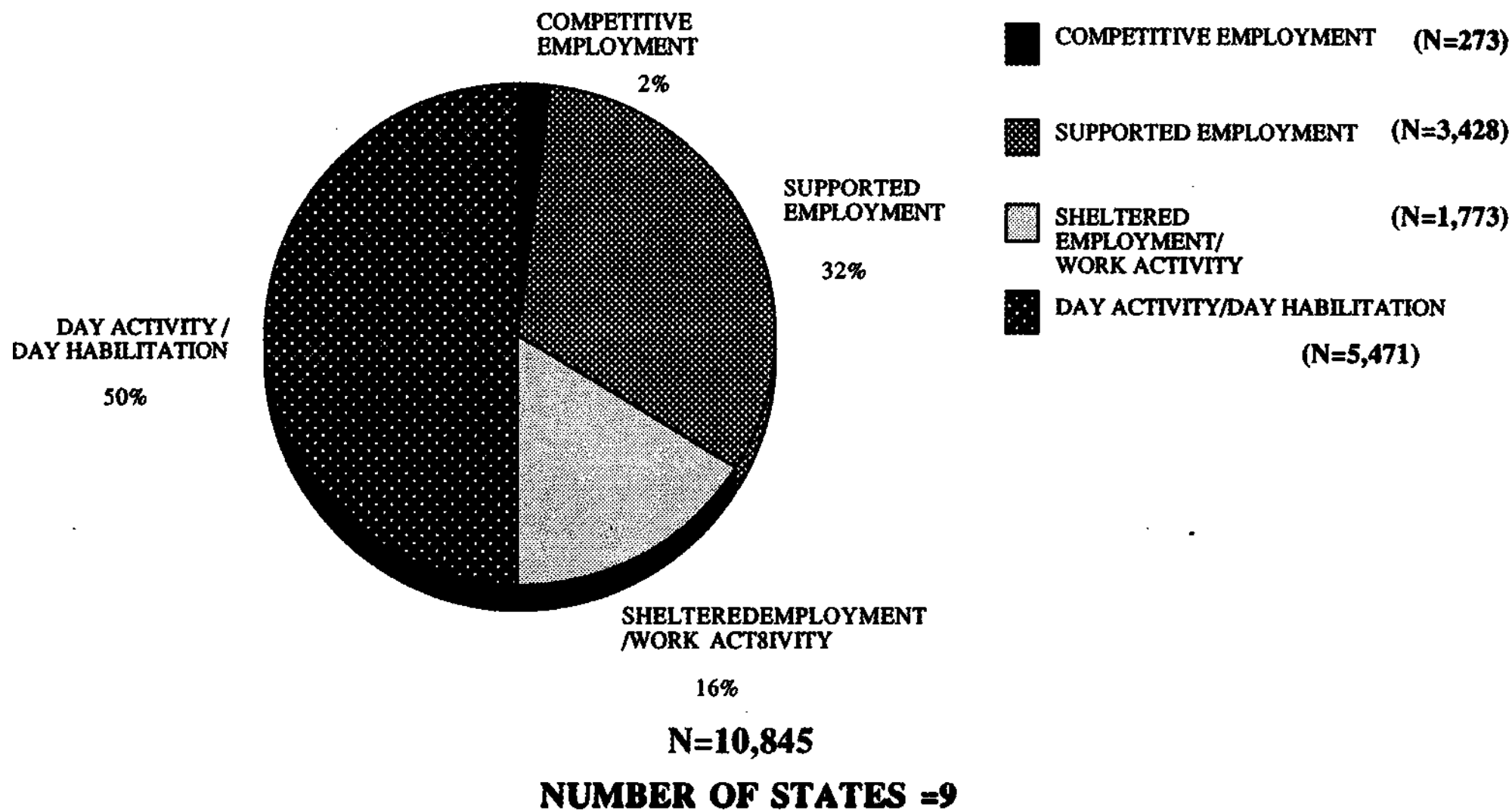
Two caveats need to be considered when interpreting these data. First, waiting list data by type of service were submitted by only nine states. And second, it is not possible to determine whether all individuals currently waiting for supported employment actually will receive this service or whether they will be placed into sheltered employment due to a lack of supported employment opportunities. However, the large percentage of persons waiting to enter supported employment does indicate a preference toward integrated services. The availability of resources to meet this demand is a critical planning issue.

Nine state agencies (18%) reported that they currently can identify individuals who are on state-level waiting lists for more than one day/employment service sponsored by the agency. In addition, the New York MR/DD agency reportedly is considering developing this capacity.

Fourteen state MR/DD agencies (27%) have waiting list information for individuals who currently receive a day or employment service from the agency but need a different, or more appropriate service. The MR/DD agency in Alaska is the only state agency with the ability to

FIGURE 10

PERCENTAGE OF INDIVIDUALS WAITING BY TYPE OF SERVICE



identify individuals on waiting lists for day/employment services with both their agency and another state agency. MR/DD staff in New York reported that "access to a sheltered workshop (where this is most likely to occur) requires a referral through the Office of Vocational Rehabilitation" and that collecting this information is "not possible because of confidentiality constraints." The MR/DD agency in Maryland currently is in the process of sharing and combining waiting lists with the Division of Vocational Rehabilitation.

Planning for Future Service Needs

State-level data on the service needs of individuals transitioning from school to work were reportedly available in 28 states (55%). The majority of state MR/DD agencies reported that the Department of Education is responsible for collecting and utilizing these data; however, in some cases, other agencies conduct needs assessment activities (such as the MR/DD agency, DD Councils, and University Affiliated Programs). A number of state agencies noted that, although transition information is collected, it is only available at the local or regional levels. Connecticut recently has established a transition law that requires the collection of transition-related data.

Snauwaert and DeStefano (1990) identified 11 other states with some type of transition legislation. Current transition legislation authorizes five general activities, including:

- 1) creation of new agencies (e.g., California, Massachusetts, Kansas, Maine, Minnesota, Texas);
- 2) development of individual transition planning (e.g., Connecticut, Idaho, Indiana, Massachusetts);
- 3) establishment of state-level demonstration projects (e.g., California, Maine, New York);
- 4) establishment of referral mechanisms between local education agencies and adult service providers (e.g., New York, Kansas, Oklahoma, Texas); and
- 5) development of a state-level transition plan (e.g., Illinois).

Prioritization of Services

Thirteen state MR/DD agencies (25%) reported that they have state-wide criteria to determine priority status for individuals waiting for community-based day or employment services, whereas three additional state agencies (Alabama, Hawaii, and Indiana) are in the process of developing these guidelines. In six other states, priority decisions are based on criteria determined at the local or county level. Listed in the order of frequency with which they were mentioned, the following factors currently are being used by these 13 state MR/DD agencies to determine priority status for day or employment services:

- Length of time on the waiting list (5 states);
- Crisis resolution or need for services (4 states);
- Crisis prevention (3 states);
- Current residents in an institution or individuals leaving an institution (3 states);
- Prevention of institutionalization (2 states);
- Severity of disability (2 states);
- Membership in a class action suit (1 state);
- Number of agencies providing the service (1 state);
- Graduation from special education within the past five years (1 state).

MR/DD Agency Criteria for Supported Employment

State MR/DD agencies are not required to use the federal definition of supported employment, as stipulated in regulations developed by the Rehabilitation Services Administration (i.e., an average of 20 hours worked per week, a maximum of 8 individuals with a disability in one work setting, and an identified need and associated plan for the delivery of ongoing supports). However, we were interested in determining the extent to which these criteria are being used voluntarily for supported employment programs funded by the state MR/DD agencies. Table 4 reveals that almost half of the reporting state agencies (N=25) indicated that they use these criteria for all MR/DD supported employment programs. Staff from the MR/DD agency in Pennsylvania reported that they adhere to and "often exceed" the requirements stipulated in the RSA regulations,

TABLE 4
State MR/DD Agency Utilization of the RSA
Supported Employment Criteria

STATE MR/DD AGENCY	USE THE FEDERAL DEFINITION OF SUPPORTED EMPLOYMENT	STATE MR/DD AGENCY	USE THE FEDERAL DEFINITION OF SUPPORTED EMPLOYMENT
ALABAMA	X	MONTANA	
ALASKA	X	NEBRASKA	
ARIZONA	X	NEVADA	
ARKANSAS	X	NEW HAMPSHIRE	X
CALIFORNIA	X	NEW JERSEY	X
COLORADO		NEW MEXICO	
CONNECTICUT	X	NEW YORK	X
DELAWARE	X	NORTH CAROLINA	
WASHINGTON D.C.	X	NORTH DAKOTA	X
FLORIDA	X	OHIO	
GEORGIA	X	OKLAHOMA	X
HAWAII		OREGON	
IDAHO	X	PENNSYLVANIA	X
ILLINOIS		RHODE ISLAND	
INDIANA	X	SOUTH CAROLINA	X
IOWA		SOUTH DAKOTA	
KANSAS		TENNESSEE	
KENTUCKY		TEXAS	
LOUISIANA	X	UTAH	X
MAINE		VERMONT	X
MARYLAND		VIRGINIA	X
MASSACHUSETTS		WASHINGTON	
MICHIGAN		WEST VIRGINIA	
MINNESOTA		WISCONSIN	
MISSISSIPPI	X	WYOMING	
MISSOURI	X		

Federal definition of Supported Employment: Individual must work 20 hours a week; no more than 8 individuals with a disability in a single setting; and an identified need and associated plan for the delivery of ongoing supports must exist.

primarily by placing less than eight individuals with a disability in one work setting. The Vermont MR/DD agency also uses more restrictive criteria than those outlined in the federal regulations, by allowing only two individuals with a disability to work at a single worksite. In Iowa, MR/DD agency staff are in the process of reaching consensus regarding use of the federal definition.

Duplication of Count across State Agencies

MR/DD agency staff were asked whether the data they reported reflect an unduplicated count from statistics reported by the state VR agency. Only 19 agencies (37%) indicated that there would be no overlap between MR/DD and VR agency data. For example, in Virginia the Department of Mental Retardation "gives grants to agencies or county boards to support services versus slots to individuals. Forty county boards then report data for everyone served in that agency/facility regardless of whether those individuals actually received funding from another source such as VR."

Most state agencies reported that duplication of count is most likely to happen with supported employment, where the VR agency funds initial training services but the MR/DD agency funds follow-up support services. As anticipated, most state MR/DD agencies reported that it is difficult to identify persons with mental retardation and other developmental disabilities who also received employment services from the VR agency.

Discussion

The major findings from the national survey of state MR/DD agencies can be organized around four key themes: service or placement environments, funding patterns, consumer characteristics, and policy implications. The current report summarizes day and employment data received from 50 state Mental Retardation/Developmental Disability agencies as well as the MR/DD agency in the District of Columbia. This section is organized according to the major themes noted above.

The key findings related to service and placement environments include:

- Most (86%) of the individuals served by state MR/DD agencies are receiving services in segregated day or employment settings.
- There continues to be a heavy reliance on sheltered employment for people with mental retardation and other developmental disabilities - 45% of all individuals served.
- Day activity/day habitation settings were used almost as often as sheltered employment -- 41 % of all individuals served.
- 14% of all individuals served were in integrated employment settings (supported employment, time-limited training, or competitive employment)
- Supported employment was the most frequently utilized integrated employment option, with 9% of all individuals served by state MR/DD agencies working in supported employment.

The major findings in the area of funding patterns include:

- Approximately half (54%) of the MR/DD day and employment program funds were derived from state MR/DD budget line-item dollars.
- One-third of MR/DD agency resources were provided by various federal sources, including Title XIX, the Title XIX Waiver program, and Title XX.
- Title XIX funds (waiver and non-waiver) comprised, by far, the largest portion of federal dollars, with 26% of all monies provided by this source.
- Almost all (95%) non-state funds were allocated to segregated day or employment programs.
- Similarly, the vast majority of state MR/DD funds (80%) were used to fund individuals in segregated settings,
- States that provide supported employment under the Title XIX waiver plan did not differ in their supported employment placement rates when compared with states that either do not have supported employment in their plan or do not participate in the waiver program.

The key findings related to consumer characteristics include:

- In contrast to customarily accepted national prevalence rates of mental retardation by level of cognitive impairment, the percentage of individuals served with mild mental retardation was relatively equal to the percentage with moderate and severe mental retardation.

- Of the individuals who do not have mental retardation (12%), there was a larger percentage of emotional diagnoses and a smaller percentage of physical or sensory diagnoses than is estimated for the general population with developmental disabilities.
- Individuals with mild or moderate mental retardation comprise a relatively large percentage of those in day activity (52%) and day habilitation (38%) programs.
- On the other hand, the largest percentage of those served in day habilitation programs were persons with severe or profound mental retardation (57%).
- Two out of every three persons served in work activity or sheltered employment were individuals with mild (37%) or moderate (29%) mental retardation.
- People with mild mental retardation represent the largest percentage (44%) served in supported employment

The primary findings regarding policy issues include:

- Less than half (39%) of the states evaluate consumers according to the functional definition of developmental disability.
- No clear trend emerged regarding the relationship between statewide placement rates in supported employment and those in competitive employment. States with higher placement rates for one form of integrated employment (supported or competitive employment) did not consistently have higher placement rates for the other.
- For the nine states providing waiting list data, the largest percentage of individuals were waiting for day activity/day habilitation services (50%).
- Although only 14% of those served were in integrated settings, 34% of those on waiting lists were identified as needing integrated services, an encouraging trend.
- The greatest increase in service demand was for supported employment, with 32% waiting for this service. This represents more than three times the percentage of individuals currently in supported employment
- Although waiting list information was available from 53% of the 51 responding agencies, few had information about the characteristics of consumers who are on waiting lists.
- Approximately 10% of the individuals served in day and employment programs during FY 1988 were new referrals.
- Of the individuals who live in large residential programs and attend community-based day or employment programs, a smaller percentage are in integrated employment settings (8%) compared with the overall sample average of 14%.

The following section examines the implications of these findings and provides a comparative analysis with the results of other national studies.

Comparisons with Other Data in Service and Placement Activities

Some interesting comparisons can be made between these data and those reported in previous studies. The total number of individuals served by state MR/DD agencies in day or employment programs (281,339) compares quite consistently with the number reported by Braddock et al. (1990) for FY 1988 (281,453), although there are differences across specific states and settings.

The current study documented an integrated placement rate of 14%. In comparison, a 1985-86 survey of rehabilitation facilities reported an integrated placement rate of 17% (Kiernan et al., 1988). These rates are relatively consistent. The sample of MR/DD state agencies might be expected to report a lower integrated employment rate than the sample of rehabilitation facilities because the latter included few, if any, nonvocational day programs (day activity and day habilitation). In addition, rehabilitation facilities receive referrals from Vocational Rehabilitation agencies as well as MR/DD agencies, and VR agencies do not fund nonvocational programs.

A study conducted at the University of Illinois at Chicago (Braddock et al., 1990) reported an integrated employment rate of 7% in a survey of state MR/DD agencies for FY 1988, compared with our rate of 14%. The University of Illinois data were collected approximately 6 months prior to the data collected in the current study. Supported employment is a relatively new initiative in many states, and the larger integrated placement rate may be partially a result of improvements in states' ability to identify this information. Also, for a few states, the University of Illinois study includes data from the state Medicaid agency, which would contribute to the higher percentages in day habilitation programs. It is also important to note that there were some differences in which states provided data for the respective studies.

Comparisons between these data and a national supported employment survey of the 27 states receiving Title III systems change grants conducted by researchers at Virginia

Commonwealth University (VCU) are not as straightforward (Wehman et al., 1990). Because the VCU survey included state VR and Mental Health agencies for some states, state by state supported employment numbers are not directly comparable. For the 15 states that provided data on alternative day programs, the VCU survey reported that 9% were served in supported employment with the remaining 90.6% served in alternative day programs during FY 1988. Our study also reported a supported employment rate of 9% for individuals served by state MR/DD agencies. When time-limited training and competitive employment numbers were included, however, 14% of those served by state MR/DD agencies were in integrated employment settings. The VCU study does not report data to enable comparison with integrated settings other than supported employment. Moreover, it is important to note that, again, there were differences in which states provided data for the two studies.

The study findings related to integrated and segregated employment rates have important public policy ramifications. State MR/DD agencies currently have a strong emphasis on segregated employment services. This will need to change in order to meet the needs of individuals currently waiting for services. Specifically, 32% of those on state level waiting lists are waiting for supported employment, which is more than three times the percentage currently receiving supported employment services (9%). In comparison, 16% are waiting for sheltered employment, versus the 45% currently served in sheltered employment. This shift represents a two-thirds reduction in the demand for sheltered employment services. Clearly, state MR/DD agencies will need to increase their support of integrated services in order to meet the growing demand for these services.

Comparisons also should be made with findings from the 1990 National Consumer Survey, which includes interviews with 13,075 persons who meet the functional definition of developmental disabilities (Temple University, 1990). Employment data were presented on 8,975 adults. Of this group, 23.9% were unemployed, 10.7% were reported unable to work, and 1.5% were retired. Of the 5483 persons who were reported working, 34% were in education/training programs, 33% were in sheltered employment, 28% were in competitive

employment, and 6% were in supported employment. Thus, the ratio between those working in sheltered employment and those working in integrated employment (competitive/supported) was approximately equal. This is a much higher level of integration than that reported by state MR/DD agencies. When data are examined for persons with mental retardation, however, more than twice as many (26% of those with mental retardation) were reported in sheltered employment as compared with those without mental retardation (10.3%). The ratios in competitive employment were nearly similar (16.1% for those with mental retardation and 17.7% for those without mental retardation). Persons with mental retardation were more likely to be represented in supported employment, 4.6% of the population with mental retardation compared with 2.9% who do not have mental retardation. These findings in addition to the findings from state MR/DD agencies appear to indicate that persons with mental retardation are more likely to be in segregated settings when compared with individuals with developmental disabilities who do not have mental retardation.

Implications Related to Funding Patterns

A large percentage of the state and federal funds allocated to day and employment services by state MR/DD agencies are expended on segregated options. This study reported that only \$5 out of every \$100 provided by the federal government for day and employment programs are expended on integrated employment. In comparison, \$20 out of every \$100 provided by state governments are allocated to integrated employment, which is still a relatively small percentage.

The allocation of public monies to support segregated day and employment options contradicts recently established federal priorities and the prevailing service philosophy regarding integrated employment. Moreover, current labor market forecasts indicate a growing demand for entry-level workers in service occupations. Many of these jobs may be appropriate for persons with severe disabilities (Kiernan & Schalock, 1989). Hence, resource allocation patterns that run counter to federal policy and the demands of the marketplace need to be reevaluated. Not only do

these practices yield less than optimal results for persons with disabilities, but also they compromise economic outcomes for society in general.

Characteristics of the Consumer Population Served

The smaller percentage of individuals with physical or sensory/neurological disabilities served by MR/DD agencies, compared with the general population, substantiates our findings from other research (Kiernan, McGaughey, & Cooperman, 1991). Specifically, individuals with severe physical disabilities have difficulty obtaining resources for follow-up supports once VR training services for supported employment have been terminated. Persons with severe physical disabilities face an added systemic challenge in attaining integrated employment, as they typically are not served by agencies that provide follow-up supports (e.g., MR/DD or Mental Health agencies) unless they have associated cognitive or mental health needs.

The majority of those served in integrated employment settings (77%) had mild or moderate mental retardation. However, segregated settings still include relatively high percentages of persons with mild and moderate mental retardation, 38% in day habilitation, 52% in day activity, and 66% in sheltered employment. Thus, in spite of the existing service technology which enables persons with severe disabilities to work in integrated employment, a large percentage of individuals with mild disabilities still spend their days in segregated settings.

The large percentage of individuals with severe or profound mental retardation that are served in segregated, nonvocational day programs is also a concern. This is a particularly important issue for people in large residential programs who, the findings document, are even more likely to be in segregated day programs.

The inappropriate placement of persons with mental retardation and other developmental disabilities into segregated employment may be, in part, a reflection of funding realities. The allocation of public resources to integrated employment has been a slow process. Without the funding security for ongoing supports, it is understandable that consumers, family members,

employers, and community-based service providers are apprehensive about embracing the concept of integrated employment

Policy Implications

The findings from this study raise a number of policy issues for administrators, program providers and society in general. These include: 1) issues related to the incorporation of the functional definition of developmental disabilities into the state MR/DD service delivery system, 2) the impact of federal initiatives on state-level activities, 3) state and federal commitment to integrated employment, 4) the need for expanded information about individuals waiting for day and employment services, and 5) the relationship between community-based employment and large residential programs.

1. Implications of the functional definition. As mentioned, the passage of the Rehabilitation, Comprehensive Services and Developmental Disabilities Act of 1978 (P.L. 95-602) reflected a shift from the categorical labeling of persons with disabilities to identification according to functional characteristics. The adoption of the functional definition was heralded by many as a breakthrough, given this new emphasis on individual skills and needs. However, as noted earlier, implementation of a functional definition is a complex endeavor, particularly with respect to achieving consensus regarding substantial limitation in the major life activity areas. Our data confirm that implementation of the functional definition by state MR/DD agencies is in the early stages, with only 39% currently using these criteria to evaluate consumers. Several state MR/DD agencies have developed a modified version of the federal definition to determine service eligibility. The majority of states continue to use a categorical approach for eligibility determination, evaluation, and program planning purposes.

The limited use of the federal functional definition also may reflect the inconsistent and limited use of the functional criteria by other state and federal agencies. The Rehabilitation Services Administration and the Social Security Administration both use a categorical approach to determine service eligibility. This is unlikely to change. It may be time to reexamine how the

functional definition of developmental disabilities, or any functional definition of disability, can be consistently incorporated into policy formulation, eligibility determination, service delivery, program evaluation and research.

2. *Federal initiatives.* States receiving RSA Title III systems change grants also had the highest supported employment placement rates reported by state MR/DD agencies. This relationship has been documented nationally with state-level data from three state agencies (Vocational Rehabilitation, Mental Retardation/Developmental Disabilities and Mental Health) (Kregal, Revell, & West, 1990), but it has not been reported for agencies that provide only follow-up support, such as state MR/DD agencies. The secondary relationship between receipt of these grants and the higher percentage in supported employment reported by state MR/DD agencies is impressive. These findings amplify the influence that federal policy can exert on systems change throughout the supported employment process (from the job training phase through the follow-up phase) when resources are targeted in a focused manner.

3. *Commitment to integrated employment.* There is also a need to examine state and federal commitments to integrated employment . As noted, federal agencies have made substantial resource and policy endorsements of integrated employment, specifically the Title IE supported employment systems change grants through RSA and identification of integrated employment as a priority by the Administration on Developmental Disabilities. And yet, other federal policies continue to counteract these endorsements. Inconsistencies in the Health Care Financing Administration regulations governing Title XIX monies have contributed to the slow adoption of supported employment by some states. States have an incentive to maximize their utilization of federal dollars. Twenty-nine percent of the total funding for day and employment services was contributed by Title XIX. However, Title XIX can be used to fund supported employment only in limited cases: for persons served under the Home and Community-based Waiver who have been institutionalized. Home and Community-based Waiver dollars comprised only one-third of the Title XIX funds reported for day and employment services. Twenty-four states currently have supported employment services covered in their HCB waiver plans (although only 11 of these

plans were in effect during FY 1988, the time period covered by this study). Legislation has been submitted to amend HCB waiver regulations to allow supported employment services for all individuals funded under the waiver instead of being restricted to those with an institutional history. This would address some of the disincentives inherent in the Medicaid program.

However, even if this legislation is passed, a dual service system will continue to exist because persons funded under Title XIX who are not covered under the waiver (such as those in ICF/MRs) would remain ineligible for supported employment. Although Smith et al. (1990) documented a reduction in ICF/MR utilization as a result of the HCB waiver, it is unlikely that rates will stop participating in the ICF/MR program entirely. Non-waiver Title XIX funds currently comprise two-thirds of the dollars allocated through this source. It is unlikely that the integrated employment disincentives in the Title XIX program will be completely reversed until more extensive reforms are enacted in federal Medicaid legislation. Reforms in Medicaid legislation affecting community-based services has been under discussion in Congress for the past seven years; however, resolution of this issue does not appear imminent.

Other federal agencies also counterbalance federal policy that supports integrated employment. Department of Labor regulations make it difficult for employers to hire persons with very severe disabilities at less than the minimum wage. Social Security regulations continue to present barriers to work for individuals with disabilities, particularly those receiving Social Security Disability Insurance (SSDI) benefits.

Compared with the influence of federal policy, state commitment to integrated employment may have as much, or more, of an impact on service development. With the exception of three states, there was no clear linear relationship between competitive and supported employment rates reported by state MR/DD agencies. In some instances, states had above average supported employment placement rates and below average competitive employment rates. In other instances, the inverse was true. This may indicate a commitment to a specific service model rather than a commitment to broader range of integrated employment options.

Still, given the variance in competitive and supported employment placement rates across states, some states clearly have progressed further in developing systems to enhance integrated employment. One state MR/DD agency (North Dakota) reported that the Vocational Rehabilitation agency administers all supported employment services in their state, including follow-up. For this state, commitment to integrated employment can only be assessed through analysis of the VR data. In three other states (Kentucky, Maryland, and Minnesota), sheltered employment is not funded by the state MR/DD agency; this information would need to be collected from the Vocational Rehabilitation agency or from local rehabilitation facilities. In general, factors which influence state commitment to integrated employment need further examination.

4. Unmet service needs. One of the most encouraging findings was the large percentage of individuals waiting for supported employment services (32%). This represents more than three times the number currently served in supported employment (9%). However, the increase in the percentage waiting for supported employment appeared to reduce only the percentage waiting for sheltered employment and not the percentage waiting for day activity/day habilitation services. As described above, this finding accentuates the impact of state utilization of Title XDC funds and the development of integrated employment services.

State MR/DD agencies need to develop better tracking systems in order to improve their long-range planning activities. Although waiting list information is available in about one-third of the states, there are limited data reflecting individual characteristics and needs. Transition from school to work data are available in more than half of the states, but again, there are little state-level data describing consumer characteristics and needs. Finally, only the MR/DD agency in Alaska has data reflecting individuals who are on waiting lists for employment services with another state agency. The absence of this information across state agencies limits states' capacity to undertake system-wide planning activities. Uniform data collection systems at the state level, or systems that are at least complimentary, would greatly improve state planning, program evaluation, and policy development activities.

5. Individuals attending community-based day or employment services from large residential programs. Finally, it is troubling to note that substantially fewer persons in large residential programs (8%) are in integrated employment compared with the population average of 14%. Although a limited number of states reported these data (17 states), data from a separate study substantiate that individuals in large residential facilities are less likely to work for pay (Lakin, Hill, Chen, & Stephens, 1989). For facilities with more than 300 residents, 25.6% worked for pay, but only a very small percentage (3.6%) actually worked off the residential grounds, and even then, this may have been in sheltered settings. For facilities with 16-299 residents, 22.6% worked for pay and left the residential grounds to work. Of all the persons living in residences in 1987, only 4.4% were working in integrated settings. Thus, individuals living in large residential settings continue to have limited access to their communities for day or employment activities, and when they do, it tends to be in segregated settings.

Summary

In summary, this report documents day and employment services provided by state MR/DD agencies for FY 1988. Issues which affect the widespread utilization of the federal functional definition of developmental disabilities have been examined. In spite of the increased national emphasis on integrated employment, concerns have been discussed regarding the prevalent use of segregated day and employment settings across the country (86% of those served). Federal policies and funding regulations that encourage the maintenance of segregated employment also have been analyzed. Considering some of the findings of the present study, some states have risen above these disincentives to develop impressive statewide networks of integrated employment services. Most likely, this has resulted from the combined interaction of proactive federal initiatives and commitment to integrated employment across a variety of state agencies. Factors related to state-wide commitment to integrated employment need further investigation, as more states attempt to increase integrated employment opportunities for persons with mental retardation and other developmental disabilities.

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APPENDIX A

- DISABILITY GROUPS
- COMMUNITY DAY PROGRAM//EMPLOYMENT SERVICES
DEFINITIONS

APPENDIX B

- NATIONAL SURVEY OF DAY AND EMPLOYMENT
PROGRAMS INSTRUMENT

APPENDIX A

DISABILITY GROUPS

COMMUNITY DAY PROGRAM//EMPLOYMENT SERVICES: DEFINITIONS

DISABILITY GROUPS

This study focuses on individuals with a primary disability in one of the following groups:

- 0 MENTAL RETARDATION: Mental retardation refers to: (1) significantly subaverage general intellectual functioning; (2) resulting in, or associated with, impairments in adaptive behavior; (3) manifested during the developmental period (prior to age 22). Significantly subaverage is defined as IQ of approximately 70 or below on standardized measures of intelligence, and is dependent upon the reliability of the test and clinical judgement. The following levels of mental retardation are based on clinical judgement which should include a assessment of adaptive behavior.

LEVEL OF RETARDATION INDICATED BY IQ RANGE

LEVEL	IQ RANGE
Mild mental retardation	50-55 to approx. 70
Moderate mental retardation	35-40 to 50-55
Severe/Profound mental retardation	below 20-25 to 35-40

- 0 SENSORY / NEUROLOGICAL: Includes conditions such as Epilepsy, Congenital Bilateral Blindness/Deafness, Spina Bifida, Traumatic Brain Injury, Autism, etc.
- 0 PHYSICAL: Includes conditions such as Cerebral Palsy, Muscular Dystrophy, Multiple Sclerosis, etc.
- 0 PSYCHIATRIC: Includes conditions such as Schizophrenic Disorders, Paranoid Disorders, Major Affective Disorders, etc.
-

DEVELOPMENTAL DISABILITY

The federal definition of the term 'developmental disability' means a severe, chronic disability which:

- is attributable to mental or physical impairment or combination of mental and physical impairments;
- is manifested before the person attains the age of twenty-two;
- is likely to continue indefinitely;
- results in substantial functional limitations in three or more of the following areas of major life activity:
 - self care;
 - receptive and expressive language;
 - learning;
 - mobility;
 - self-direction;
 - capacity for independent living, and
 - economic self-sufficiency; and
- reflects the person's need for a combination and sequence of special, interdisciplinary generic care, treatment, or other services which are of lifelong or extended duration and are individually planned and coordinated.

COMMUNITY DAY PROGRAM / EMPLOYMENT SERVICES: DEFINITIONS

Please review the service category definitions. If your agency uses additional or different definitions please attach a description. Community-based day I employment services do not include those conducted on the grounds of residential facilities with 16 or more residents.

COMPETITIVE EMPLOYMENT

- 0 Environment where most workers do not have disabilities
- 0 Job-related supports are not provided to the worker with a disability in order to maintain employment

TIME LIMITED TRAINING FOR COMPETITIVE EMPLOYMENT

- 0 Environment where most workers do not have disabilities
- 0 Time limited job-related supports are provided to the worker with a disability in order to maintain employment

SUPPORTED EMPLOYMENT(WITH ONGOING SUPPORT)

- 0 Environment where most workers do not have disabilities
- Ongoing job-related supports are provided to the worker with a disability in order to maintain employment

SHELTERED EMPLOYMENT/WORK ACTIVITY

- Environment where all workers have disabilities
- Continuous job-related supports and supervision are provided to all workers with disabilities

¥ ACTIVITY

- Environment where all participants have disabilities
- Primary program focus: psycho/social skills, activities of daily living, and recreation, although some vocational services may be provided
- Continuous supports and supervision are provided to all participants with disabilities

DAY HABILITATION

- Environment where all participants have disabilities
 - Primary program focus: professional therapies (e.g., O.T., P.T., Speech) and activities of daily living
 - Continuous supports and supervision are provided to all participants with disabilities
- Funded by Title XIX

APPENDIX B

NATIONAL SURVEY OF DAY AND EMPLOYMENT PROGRAMS INSTRUMENT

NATIONAL SURVEY OF DAY AND EMPLOYMENT PROGRAMS

_____ ; _____ J

1. Please check the fiscal calendar that your agency used for FY 1988:

- July 1, 1987 - June 30, 1988
- October 1, 1987 - September 30, 1988
- January 1, 1988 - December 31, 1988
- September 1, 1987 - August 31, 1988
- Other (please specify) _____

2. (a) Does your agency evaluate whether individuals meet the current federal definition of developmental disabilities? Please see definitions.

- YES
- NO

(b) If yes to (a), please list the title of any functional assessment instruments used.

3. Please check which, if any, of the following state-level data sets your agency has for FY 1988:

Consumer's Demographic Data:

- Disability categories
- Developmental disabilities (according to the functional definition - see Definitions)
- Other consumer characteristics (e.g., age, gender)

Expenditure Data

- Expenditure data by day/employment services
- Expenditure data by primary disability category (mental retardation, psychiatric, etc.)

4. What methods of data collection does your agency use for community-based day and employment services? Please mark all that apply.

- All facilities under agency jurisdiction report data on a regular basis. If so, how often? (e.g., monthly) _____
- Data collected randomly from a sample of facilities under this agency's jurisdiction. If so, how often and for what percentage of facilities? _____
State agency staff collect consumer - related data on a regular basis. If so, how often? _____
- No data collection system at the state level
Other (please describe) _____

5. Is state-level data on the service needs for individuals transitioning from school to work available in your state?

YES

NO

If yes, what state agency has primary responsibility for collecting and utilizing these data?

- Department of Mental Retardation/Developmental Disabilities
- Vocational Rehabilitation
- Department of Education
- Other (please describe) _____

FISCAL INFORMATION

6. (a) Please list the total expenditures for community-based day/employment services for individuals served by your agency during FY 1988. Community-based day/employment services do not include those conducted on the grounds of residential facilities (public or private) with 16 or more residents. Please fill out to the nearest thousand.

SERVICE CATEGORY BY FUNDING SOURCE

COLUMN	1	2	3	4	5	6	7
<div style="text-align: center;">FUNDING SOURCE</div> <div style="text-align: center;">SERVICE CATEGORY *</div>	<div style="text-align: center;">TITLE XIX</div> <div style="text-align: center;">(SOCIAL SERVICE BLOCK GRANT)</div>	<div style="text-align: center;">TITLE XIX</div> <div style="text-align: center;">(MEDICAID)</div>	<div style="text-align: center;">TITLE XIX</div> <div style="text-align: center;">(MEDICAID WAIVER)</div>	<div style="text-align: center;">D.D. COUNCIL</div>	<div style="text-align: center;">DEPARTMENT OF MR / DD</div>	<div style="text-align: center;">STATE DEPARTMENT OF EDUCATION</div>	<div style="text-align: center;">OTHER (E.G., SELF PAY, J.T.P.A. COUNTY/TOWNSHIP, SPECIAL FEDERAL OR STATE GRANTS)</div>
TIME-LIMITED TRAINING							
SUPPORTED EMPLOYMENT (ONGOING SUPPORT)							
SHELTERED EMPLOYMENT/ WORK ACTIVITY							
DAY ACTIVITY							
DAY HABILITATION							

*Please refer to Service Category definitions

(b) What percent of column # 1 is state matching funds? _____

(c) What percent of column # 2 is state matching funds? _____

(d) What percent of column # 3 is state matching funds? _____

7. If your agency participates in the Title XIX Home and Community Based Waiver Program, how many individuals received day/employment services under this program during FY 1988?

_____ individuals received day/employment services under
Title XIX Waiver Program.

DAY / EMPLOYMENT SERVICE INFORMATION

8. (a) Please list the number of individuals **funded by your agency** who participated in the following community-based service categories during FY 1988. Community-based day/employment services **do not** include those conducted on the grounds of residential facilities with 16 or more residents. Please list according to **primary** disability. For individuals who attend more than one service, please include them only in the program where they spend the **majority** of their time.

SERVICE CATEGORY BY PRIMARY DISABILITY GROUP

SERVICE CATEGORY	COMPETITIVE EMPLOYMENT	TIME-LIMITED TRAINING	SUPPORTED EMPLOYMENT	SHELTERED EMPLOYMENT/ WORK ACTIVITY	DAY ACTIVITY	DAY HABILITATION
PRIMARY DISABILITY GROUP	(PLACED IN FY 1988)		(ONGOING SUPPORT)			
MILD MENTAL RETARDATION						
MODERATE MENTAL RETARDATION						
SEVERE/PROFOUND MENTAL RETARDATION						
ALL OTHERS						

- Please refer to Disability Definitions

(b) Does the information in #8(a) include individuals living in a public or private residence with 16 or more residents who also attend a day/employment program **off** the residential grounds?

- YES

- NO

(c) Can the information in #8 (a) 'ALL OTHERS' category be broken out according to individuals who have disabilities in the following groups: sensory/neurological, physical, or psychiatric?

D YES

NO

(d) If yes, please list this information in the table below.

SERVICE CATEGORY BY PRIMARY DISABILITY GROUP

SERVICE CATEGORY		COMPETITIVE EMPLOYMENT	TIME-LIMITED TRAINING	SUPPORTED EMPLOYMENT	SHELTERED EMPLOYMENT/ WORK ACTIVITY	DAY ACTIVITY	DAY HABILITATION
PRIMARY GROUP	DISABILITY	(PLACED IN FY 1988)		(ONGOING SUPPORT)			
SENSORY/NEUROLOGICAL							
PHYSICAL							
PSYCHIATRIC							

9. For the individuals listed in #8 (a), please list the average service outcomes achieved during FY 1988. Please provide wages per week if wages per hour are not available.

SERVICE OUTCOMES BY SERVICE CATEGORY

SERVICE CATEGORY OUTCOMES	COMPETITIVE EMPLOYMENT (AT TIME OF PLACEMENT)	TIME-LIMITED TRAINING	SUPPORTED EMPLOYMENT/ (ON GOING SUPPORT)	SHELTERED EMPLOYMENT/ WORK ACTIVITY	DAY ACTIVITY	DAY HABILITATION
AVERAGE PAID HOURS OF WORK PER WEEK (AT ANY LEVEL OF PAY)						
AVERAGE HOURS UNPAID IN PROGRAM PER WEEK						
AVERAGE WAGE PER HOUR						
AVERAGE WAGE PER WEEK (IF WAGES PER HOUR UNAVAILABLE)						

10. Of the individuals listed in # 8(a), please list the number of individuals funded by your agency who concurrently received services in **more than one** community-based service during FY 1988. (For example, an individual who spent **one-half day** three days per week in supported employment and **one-half day** two days per week in sheltered employment would be listed at the intersection of these two columns.)

INDIVIDUALS IN MORE THAN ONE COMMUNITY DAY/ EMPLOYMENT SERVICE

SERVICE CATEGORY	COMPETITIVE EMPLOYMENT (AT TIME OF PLACEMENT)	SUPPORTED EMPLOYMENT (ONGOING SUPPORT)	SHELTERED EMPLOYMENT/ WORK ACTIVITY	DAY ACTIVITY	DAY HABILITATION
TIME-LIMITED TRAINING					
SUPPORTED EMPLOYMENT (ONGOING SUPPORT)			X		
SHELTERED EMPLOYMENT/ WORK ACTIVITY					
DAY ACTIVITY					
DAY HABILITATION					

- INDIVIDUALS WHO MOVED TO A DIFFERENT COMMUNITY BASED SERVICE**
CATEGORY DURING FY 1988

X

- _____ total number of new referrals who received day/
employment services.

- YES NO

- YES
- NO

- individuals with other primary disabilities

13. (a) Please specify the state agencies that fund day/employment services for individuals with developmental disabilities other than mental retardation based on the following disability groups. (Please refer to definitions.)

<u>DISABILITY GROUP</u>	<u>AGENCY/AGENCIES</u>
sensory/neurological	_____
physical	_____
psychiatric	_____

- (b) What state agency (or agencies) fund day/employment services for individuals with a dual diagnosis of mental retardation/mental illness?

This question refers to individuals who are currently in need of (waiting for) day/employment services funded by your agency and who are not currently receiving day/employment services from your agency.

14. (a) Does your agency have state-level information, at the state level, about the number of individuals who are currently waiting for day/employment services? If no, please move to #15.

YES

NO

- (b) Does your agency have state-level information, at the state level, for individuals, by disability categories who are currently waiting for employment services?

• YES

NO

- (c) Does your agency have state-level information at the state level, based on the type of service category for which individuals are waiting (supported employment, sheltered employment)?

• YES

NO

- (d) Does your agency have a method for identifying individuals who are on a state-level waiting list for more than one day/employment service sponsored by your agency (sheltered employment, day activity, etc.)?

• YES

• NO

If so, please describe this method.

- (e) Does your agency have a method for identifying individuals who are on state-level waiting lists for day/employment services both with your agency and with another state agency?

• YES

NO

(f) If yes, please describe your method.

15. (a) Does your agency maintain state-level waiting lists for individuals who currently receive a day/employment service from your agency but who are currently in need of a different day/employment service?

YES

NO

16. (a) Does your agency currently have criteria to determine priority status for individuals waiting for community based day/employment services?

YES

• NO

(b) If yes, please describe or attach these criteria.

17. (a) Does your agency collect information regarding the number of individuals who may **potentially** need day/employment services in the future? (For example, students leaving special education, residents leaving state schools, etc.)

YES

NO

(b) If yes, please describe this procedure and the type of information collected, (e.g., specific day employment service needs, disability categories, etc.)

18. (a) Does your agency have FY 1988 statistical reports and service priorities used for legislative purposes?

• YES

NO

(b) Are there other people within your agency with whom we should talk regarding the questions and issues discussed in this survey?

• YES

NO

(c) If yes, please identify their name, telephone number, and address:

Thank you for participating in this study!

DAY/EMPLOYMENT SERVICES FOR RESIDENTS OF FACILITIES WITH 16 OR MORE INDIVIDUALS

1. (a) Please list the number of individuals funded by your agency during FY 1988 who attended a community based day/employment service off the grounds of a residential facility with 16 or more individuals. Please list the information according to the individual's **primary** disability.

INDIVIDUALS ATTENDING COMMUNITY DAY/EMPLOYMENT SERVICES OFF THE RESIDENTIAL GROUNDS

SERVICE CATEGORY PRIMARY DISABILITY GROUP	COMPETITIVE EMPLOYMENT	TIME-LIMITED TRAINING	SUPPORTED EMPLOYMENT (ONGOING SUPPORT)	SHELTERED WORK ACTIVITY EMPLOYMENT/	DAY ACTIVITY	DAY HABILITATION
MOD MENTAL RETARDATION						
MODERATE MENTAL RETARDATION						
SEVERE/PROFOUND MENTAL RETARDATION						
ALL OTHERS						

- (b) If you do not have the above information by disability group, please list by the number of individuals who **leave** the grounds to attend one of the following day/employment services.

INDIVIDUALS ATTENDING COMMUNITY DAY/EMPLOYMENT SERVICES OFF THE RESIDENTIAL GROUNDS

SERVICES	TOTAL*
TIME-LIMITED TRAINING FOR COMPETITIVE EMPLOYMENT	
SUPPORTED EMPLOYMENT (WITH ONGOING SUPPORT)	
SHELTERED EMPLOYMENT / WORK ACTIVITY	
DAY ACTIVITY	
DAY HABILITATION	

2. Of the individuals who live in a residential facility with 16 or more people, please list the number who attended a day/employment program off the residential grounds during:

FY 1986 _____

FY 1987 _____

Thank you for participating in this study!